

## **State of Kansas**

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### **2003 Workforce Report**

**Department of Administration  
Division of Personnel Services**

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## Introduction

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The Division of Personnel Services presents its seventh annual State of Kansas Workforce Report. This report presents facts and statistics about the state government workforce for fiscal year 2003. It supplies information from both statewide and agency perspectives, providing useful fact-based data for human resource planning and decision-making.

The size of the state workforce has declined by over 5% since Fiscal Year 1997, and continued reductions are planned as the first of the Baby Boomers begin to retire. These reductions will provide a range of challenges to the State of Kansas as it prioritizes its responsibilities and continues its commitment to quality programs and services with a smaller workforce.

The information presented in this report was gathered from SHARP (Statewide Human Resource and Payroll System), the Kansas Department of Human Resources, and the U.S. Census Bureau.

The Division of Personnel Services welcomes your comments and questions regarding this report. Please call Jan Cavalieri at (785) 296-4743 or email at [jan.cavalieri@da.state.ks.us](mailto:jan.cavalieri@da.state.ks.us) if you have comments or questions.



**State of Kansas  
Fiscal Year 2003  
Statistical Highlights**

**Profile of Classified and Unclassified Employees**

	<b>Classified</b>	<b>Unclassified</b>
<b>Number of Employees</b>	<b>24,146</b>	<b>12,935</b>
<b>Average Age</b>	<b>46</b>	<b>46</b>
<b>Average Length of Service</b>	<b>13</b>	<b>12</b>
<b>Average Annual Salary</b>	<b>\$30,365</b>	<b>\$52,599</b>
<b>Percent Ethnic Minorities</b>	<b>12%</b>	<b>12%</b>

**Source:** SHARP (June 2003); Excludes legislators, temporary, and student employees.

**General Kansas Statistics Compared to Other U.S. States**

Kansas Population 2,694,641

**Source:** U.S. Census bureau (July 2002)

**Rank out of 50 States**

<b>Population</b>	<b>32<sup>nd</sup></b>
<b>Number of State Employees (per 10,000 population)</b>	<b>29<sup>th</sup></b>
<b>Average Annual State Workers' Salary</b>	<b>30<sup>th</sup></b>

**Source:** U.S. Census Bureau (July 2002)

**Comments:** The rank of State Employees Per 10,000 Population and Average Annual State Workers' Salary rank were derived from the most recent information from the U.S. Bureau of the Census. The Bureau includes data not only from the Central records of a government's finance or payroll office, but also those of independent educational institutions, semi-autonomous boards, special authorities, and may include city and county governments.

# Kansas Government Functions

## General Government

### Agency Number and Name

028Accountancy, Board of  
173Administration, Department of  
082Attorney General  
094Banking Department  
100Barbering, Board of  
102Behavioral Sciences Regulatory Board  
122Citizens' Utility Ratepayer Board  
300Commerce and Housing, Department of  
143Corporation Commission, Kansas  
149Cosmetology, Board of  
159Credit Unions, Department of  
167Dental Board, Kansas  
247Governmental Ethics Commission  
252Governor, Office of the  
105Healing Arts, Board of  
270Heath Care Stabilization Fund Bd of Governors  
058Human Rights Commission  
328Indigents Defense Services, Board of  
331Insurance Department  
349Judicial Council  
677Judiciary  
365KS Public Employees Retirement System  
360Kansas, Inc.  
422Legislative Coordinating Council  
540Legislative Division of Post Audit  
425Legislative Research Department  
428Legislature  
446Lieutenant Governor, Office of the  
450Lottery, Kansas  
204Mortuary Arts, Board of  
482Nursing, Board of  
488Optometry Examiners, Board of  
531Pharmacy, Board of  
553Racing and Gaming Commission, Kansas  
543Real Estate Appraiser Board  
549Real Estate Commission, Kansas  
565Revenue, Department of  
579Revisor of Statutes  
622Secretary of State  
625Securities Commissioner, Office of the  
562Tax Appeals, Board of  
663Technical Professions, Board of  
371Technology Enterprise Corp, Kansas  
670Treasurer, State  
700Veterinary Examiners, Board of

## Public Safety

### Agency Number and Name

034Adjutant General  
355Atchison Juvenile Correctional Fac  
325Beloit Juvenile Correctional Facility  
521Corrections, Department of  
195El Dorado Correctional Facility  
177Ellsworth Correctional Facility  
206Emergency Medical Services Board  
234Fire Marshal, State  
280Highway Patrol  
313Hutchinson Correctional Facility  
083Investigation, Kansas Bureau of  
350Juvenile Justice Authority  
400Lansing Correctional Facility  
408Larned Correctional Mental Health Facility  
412Larned Juvenile Correctional Facility  
581Norton Correctional Facility  
147Ombudsman for Corrections  
523Parole Board, Kansas  
626Sentencing Commission, Kansas  
660Topeka Correctional Facility  
319Topeka Juvenile Correctional Facility  
712Winfield Correctional Facility

## Education

### Agency Number and Name

604Blind, School for the  
610Deaf, School for the  
652Education, Department of  
379Emporia State University  
246Fort Hays State University  
288Historical Society, State  
359Kansas Arts Commission  
367Kansas State University  
683KU Medical Center  
434Library, State  
385Pittsburg State University  
561Regents, Board of  
682University of Kansas  
715Wichita State University

## Transportation

### Agency Number and Name

276Transportation, Kansas Department of



## Kansas Government Functions

### Agriculture & Natural Resources

#### Agency Number and Name

046 Agriculture, Department of  
055 Animal Health Department  
634 Conservation Commission, State  
373 Fair, Kansas State  
264 Health and Environment - Environment  
709 Water Office, Kansas  
710 Wildlife and Parks, Department of

### Human Resources

#### Agency Number and Name

039 Aging, Department on  
261 Guardianship Program, Kansas  
264 Health and Environment, Department of Health  
296 Human Resources, Department of  
410 Larned State Hospital  
363 Neurological Institute, Kansas  
494 Osawatomie State Hospital  
507 Parsons State Hospital and Training Center  
555 Rainbow Mental Health Facility  
629 Social and Rehabilitation Services, Dept of  
694 Veterans' Affairs, Commission on

**Source:** Fiscal Year 2003 Budget Comparison Report, Schedule 15.

**Number of Positions by Agency**  
Full Time Equivalent (FTE) Positions

Agency Name	Fiscal Year					FY 1998-2003	
	1998	1999	2000	2001	2002	2003	+/-
Accountancy, Board of	3.0	3.0	3.0	3.0	3.0	3.0	0.0
Adjutant General	218.0	215.0	215.0	215.0	215.0	215.0	-3.0
Administration, Department of	855.4	861.5	885.4	874.4	879.4	882.2	26.8
Aging, Department on	159.5	156.0	157.0	157.0	157.0	157.1	-2.4
Agriculture, Department of	311.0	304.0	312.5	303.2	303.5	300.5	-10.5
Animal Health Department	29.0	30.0	30.0	30.0	31.0	31.0	2.0
Atchison Juvenile Correctional Fac	119.0	120.0	120.0	120.0	120.0	119.0	0.0
Attorney General	86.0	87.0	90.0	91.0	95.5	95.0	9.0
Banking Department	71.0	68.0	75.0	77.0	85.0	85.0	14.0
Barbering, Board of	1.5	1.5	1.5	1.5	1.5	1.5	0.0
Behavioral Sciences Regulatory Board	6.5	6.5	6.8	7.8	8.0	8.0	1.5
Beloit Juvenile Correctional Facility	92.0	92.0	104.0	104.0	104.0	104.0	12.0
Blind, School for the	92.5	93.5	92.5	92.5	93.5	93.5	1.0
Citizens' Utility Ratepayer Board	3.0	3.0	3.0	4.0	-	5.0	2.0
Commerce and Housing, Department of	134.0	132.0	133.0	136.0	149.0	148.0	14.0
Conservation Commission, State	14.0	13.5	13.5	13.5	14.5	15.5	1.5
Consumer Credit Commissioner	7.0	-	-	-	-	-	-7.0
Corporation Commission, Kansas	211.0	211.0	209.0	209.0	210.0	210.0	-1.0
Corrections, Department of	303.0	302.0	313.0	321.0	319.0	319.0	16.0
Cosmetology, Board of	11.0	12.0	12.0	12.0	12.0	12.0	1.0
Credit Unions, Department of	12.0	12.0	12.0	12.0	13.0	13.0	1.0
Deaf, School for the	175.5	175.5	174.5	173.5	173.5	173.5	-2.0
Dental Board, Kansas	1.6	1.6	2.0	2.0	2.5	2.5	0.9
Education, Department of	204.0	207.5	199.5	201.5	190.5	208.0	4.0
El Dorado Correctional Facility	386.0	386.0	386.0	453.0	468.5	466.5	80.5
Ellsworth Correctional Facility	185.5	184.5	184.5	182.5	223.0	223.0	37.5
Emergency Medical Services Board	13.0	13.0	13.0	13.0	13.0	13.0	0.0
Emporia State University	738.8	757.2	764.3	763.3	758.1	775.1	36.3
Fair, Kansas State	18.0	18.0	21.0	22.0	22.0	22.0	4.0
Fire Marshal, State	40.0	40.0	44.0	44.0	46.0	46.0	6.0
Fort Hays State University	689.2	702.7	710.6	710.6	722.6	723.6	34.4
Governmental Ethics Commission	9.0	9.0	9.0	9.0	9.0	9.0	0.0
Governor, Office of the	30.0	30.0	29.0	30.0	30.0	29.0	-1.0
Guardianship Program, Kansas	12.0	13.0	13.0	13.0	13.0	13.0	1.0
Healing Arts, Board of	27.0	27.0	29.0	29.0	29.0	29.0	2.0
Health and Environment, Dept of Environment	401.0	412.0	410.0	410.0	478.0	488.0	87.0
Health and Environment, Dept of Health	420.0	424.5	433.5	431.5	523.0	513.0	93.0
Health Care Stabilization Fund Bd of Gov	16.0	16.0	16.0	16.0	16.0	16.0	0.0
Hearing Aid Board of Examiners	-	0.4	0.4	0.4	0.4	0.4	0.4
Highway Patrol	782.8	793.8	808.8	823.8	823.8	823.8	41.0
Historical Society, State	136.5	138.5	137.5	136.5	136.5	136.5	0.0
Human Resources, Department of	1,002.5	1,003.5	996.5	964.3	964.3	940.4	-62.1
Human Rights Commission	37.0	37.0	36.0	36.0	37.0	37.0	0.0
Hutchinson Correctional Facility	511.0	510.0	509.0	510.0	512.0	512.0	1.0
Indigents Defense Services, Board of	170.0	165.0	165.0	161.0	164.0	165.5	-4.5
Insurance Department	161.5	163.5	164.5	157.0	157.0	157.0	-4.5
Investigation, Kansas Bureau of	195.5	194.0	203.0	200.0	200.0	200.0	4.5
Judicial Council	4.0	4.0	4.0	4.0	4.0	4.0	0.0
Judiciary	1,766.0	1,787.5	1,813.5	1,814.5	1,815.5	1,816.0	50.0
Juvenile Justice Authority	30.0	32.0	32.0	34.0	37.0	38.0	8.0
Kansas Arts Commission	8.0	8.0	8.0	8.0	8.0	8.0	0.0
KS Public Employees Retirement System	76.0	76.0	76.0	79.0	84.0	85.0	9.0
Kansas State University	4,670.0	4,671.7	4,680.5	4,675.5	4,697.4	4,890.6	220.6
Kansas, Inc.	5.0	5.0	4.0	4.0	4.0	4.0	-1.0
KU Medical Center	4,618.5	4,469.8	2,494.7	2,489.7	2,448.7	2,352.3	-2,266.2
Lansing Correctional Facility	703.0	701.5	707.0	703.0	710.0	710.0	7.0
Larned Correctional Mental Health Facility	178.0	177.0	176.0	187.0	186.0	186.0	8.0
Larned Juvenile Correctional Facility	127.0	128.0	128.0	128.0	129.0	148.0	21.0
Larned State Hospital	771.6	765.6	766.6	760.6	747.8	725.8	-45.8
Legislative Coordinating Council	11.0	13.0	13.0	13.0	13.0	13.0	2.0
Legislative Division of Post Audit	20.0	20.0	21.0	21.0	21.0	21.0	1.0
Legislative Research Department	37.0	37.0	37.0	37.0	37.0	37.0	0.0
Legislature	30.0	31.0	32.0	33.0	36.0	33.0	3.0
Library, State	27.0	27.0	27.0	27.0	27.0	27.0	0.0
Lieutenant Governor, Office of the	3.0	3.0	3.0	3.0	3.0	3.0	0.0
Lottery, Kansas	89.0	88.0	88.0	88.0	89.0	87.8	-1.2
Mortuary Arts, Board of	3.0	3.0	3.0	3.0	3.0	3.0	0.0
Neurological Institute, Kansas	676.0	674.0	666.5	662.5	658.5	655.5	-20.5
Norton Correctional Facility	236.0	266.0	266.0	259.0	266.0	266.0	30.0
Nursing, Board of	16.5	16.5	16.5	16.5	22.0	22.0	5.5

**Number of Positions by Agency**  
Full Time Equivalent (FTE) Positions

Agency Name	Fiscal Year					FY 1998-2003	
	1998	1999	2000	2001	2002	2003	+/-
Ombudsman for Corrections	4.0	4.0	3.5	3.5	3.5	3.5	-0.5
Optometry Examiners, Board of	1.0	1.0	1.0	1.0	1.0	1.0	0.0
Osawatomie State Hospital	529.4	485.4	482.4	481.4	477.4	477.4	-52.0
Parole Board, Kansas	4.0	4.0	4.0	4.0	4.0	4.0	0.0
Parsons State Hospital and Training Center	524.0	523.0	516.0	516.0	515.4	513.5	-10.5
Pharmacy, Board of	6.0	6.0	6.0	6.0	6.0	6.0	0.0
Pittsburg State University	717.0	735.0	800.2	799.2	794.0	796.3	79.3
Racing and Gaming Commission, Kansas	52.0	62.0	71.0	72.0	64.0	64.0	12.0
Rainbow Mental Health Facility	143.4	142.5	136.4	134.4	132.4	126.8	-16.6
Real Estate Appraiser Board	3.0	3.0	3.0	3.0	3.0	3.0	0.0
Real Estate Commission, Kansas	14.0	14.0	14.0	13.0	13.0	13.0	-1.0
Regents, Board of	18.0	18.0	26.0	28.0	43.0	54.0	36.0
Revenue, Department of	1,179.5	1,184.0	1,180.0	1,162.0	1,196.0	1,196.0	16.5
Revisor of Statutes	26.0	26.0	26.0	26.0	26.0	26.0	0.0
Secretary of State	54.0	53.0	54.0	57.0	57.0	56.0	2.0
Securities Commissioner, Office of the	27.0	27.0	27.8	27.8	27.8	27.8	0.8
Sentencing Commission, Kansas	9.0	9.0	9.0	10.0	10.0	10.0	1.0
Social and Rehabilitation Services, Dept of	4,317.0	4,194.1	4,169.5	3,896.6	3,986.1	4,048.5	-268.5
Tax Appeals, Board of	30.0	37.0	31.0	31.0	31.0	28.0	-2.0
Technical Professions, Board of	5.0	6.0	6.0	6.0	6.0	6.0	1.0
Technology Enterprise Corp, Kansas	18.0	18.0	18.0	18.0	19.0	29.0	11.0
Topeka Correctional Facility	300.0	300.0	304.0	304.0	247.0	249.0	-51.0
Topeka Juvenile Correctional Facility	222.0	222.0	226.0	226.0	226.0	226.0	4.0
Transportation, Department of	3,139.5	3,111.5	3,219.5	3,247.5	3,247.5	3,247.5	108.0
Treasurer, State	56.5	55.5	55.5	55.5	55.5	55.5	-1.0
University of Kansas	4,406.0	4,551.9	4,578.1	4,574.1	4,485.1	4,486.5	80.5
Veterans' Affairs, Commission on	189.8	227.8	337.8	454.8	555.8	558.3	368.5
Veterinary Examiners, Board of	2.0	3.0	3.0	3.0	3.0	3.0	1.0
Water Office, Kansas	21.5	21.5	22.5	22.5	22.5	22.5	1.0
Wheat Commission, Kansas	8.0	8.0	8.0	-	-	-	-8.0
Wichita State University	1,681.6	1,731.4	1,728.0	1,726.5	1,727.3	1,727.3	45.7
Wildlife and Parks, Department of	393.5	392.3	393.5	393.5	406.5	406.5	13.0
Winfield Correctional Facility	202.0	202.0	201.0	200.0	201.0	201.0	-1.0
Winfield State Hospital and Training Center	432.0	-	-	-	-	-	-432.0
<b>Total FTE</b>	<b>41,932.1</b>	<b>41,512.1</b>	<b>39,765.2</b>	<b>39,629.8</b>	<b>40,170.3</b>	<b>42,352.0</b>	<b>419.9</b>

**Comments:** Positions by agency reflects the total number full-time equivalent positions authorized for each agency. Typically, agencies have more positions than employees, because there are vacancies at any given time. In some cases more than one employee may be used to fill an FTE.

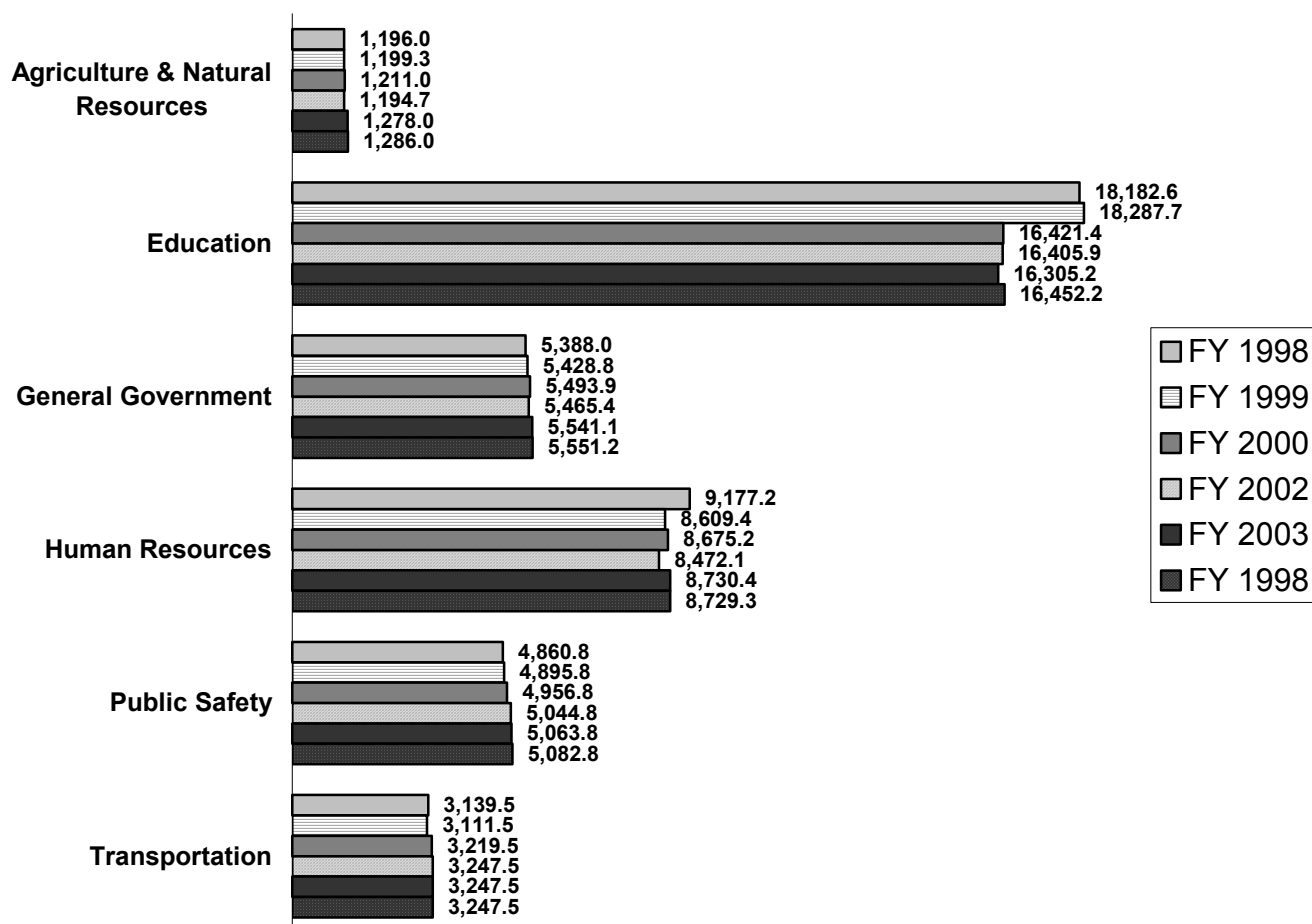
**State Agency Closures:**

Grain Inspection Department – Privatized FY 1998  
Topeka State Hospital – Closed 1998  
Winfield State Hospital – Closed 1998  
Kansas Wheat Commission – Privatized FY 2001

**Source:** Fiscal Year 2003 Budget Comparison Report, (Schedule 15).



## Number of Authorized FTE by Government Function



**Agriculture and Natural Resources:** agencies that promote protect and restore natural resources in Kansas. This includes agricultural product regulation and inspection, inspection of livestock facilities and monitoring the status of the environment; maintenance of state parks, state fishing lakes, and wildlife areas; conservation and management of soil and water resources; environmental protection, commodity inspections, and public health maintenance through control of animal infectious diseases.

**Education:** agencies that support primary, secondary, and higher education.

**General Government:** agencies that provide overall policy guidance to state government, perform administrative services to all state agencies, collect and distribute state revenues, and carry out regulatory functions.

**Human Resources:** agencies that provide a wide range of services to Kansans, including job training and placement, payment of unemployment insurance benefits, veterans' counseling and care; preventive health services and social services to elderly and disadvantaged citizens.

**Public Safety:** agencies that preserve the security and safety of Kansas citizens.

**Transportation:** the Kansas Department of Transportation provides maintenance and improvement of the 10,000-mile state highway system.

## Twenty-Five Most Populous Job Classes

	Job Classes	Number of Employees
1.	Senior Administrative Assistant	1437
2.	Administrative Specialist	1314
3.	Administrative Assistant	1301
4.	Equipment Operator	816
5.	Office Assistant	608
6.	Economic and Employment Support Specialist I	593
7.	Corrections Officer I (A)	587
8.	Custodial Specialist	503
9.	Corrections Officer I (B)	432
10.	Corrections Officer II	411
11.	Social Worker	401
12.	Mental Retardation Technician I	397
13.	Engineering Technician	358
14.	Program Support Worker	310
15.	Corrections Specialist I	295
16.	Custodial Worker	242
17.	Equipment Operator Senior	231
18.	Public Service Executive II	225
19.	Engineering Technician Senior	224
19.	Juvenile Corrections Officer I	224
20.	General Maintenance And Repair Technician Senior	218
21.	Accounting Specialist	215
22.	Child Support Enforcement Specialist I	206
23.	Mental Health Aide	195
23.	Program Consultant I	195
24.	Program Consultant II	188
25.	Public Service Administrator I	183

**Comments:** During FY 2003, almost one-half (45%) of the classified workforce was employed in one of the twenty-five most populous job classes. This is a decrease from FY 2000 when 49% of the classified workforce was employed in top twenty-five most populous job classes. During FY2003, the State of Kansas had a little over 600 job classes. This is a significant decrease in the number of job classes from FY 2002, when the total was approximately 700. Program Consultant II and Public Service Administrator are new to this list from FY 2002. Utility Worker has dropped from this list since FY 2002.

**Source:** SHARP (June 2003); Excludes unclassified, temporary, and student employees

## Twenty-Five Most Populous Agencies

Agency Name	Number of Classified Employees	Number of Unclassified Employees	Total Number of Employees
1. University of Kansas	1474	3144	4618
2. Kansas State University	1691	2265	3956
3. Social & Rehabilitation Services, Dept of	3405	38	3443
4. Transportation, Department of	3103	11	3114
5. KU Medical Center	528	2118	2646
6. Judiciary	0	1827	1827
7. Wichita State University	668	931	1599
8. Revenue, Department of	1030	27	1057
9. Health and Environment, Dept of	877	13	890
10. Human Resources, Department of	792	43	835
11. Highway Patrol	771	4	775
12. Administration, Department of	719	27	746
13. Pittsburgh State University	309	423	732
14. Emporia State University	301	427	728
15. Fort Hays State University	302	382	684
16. Larned State Hospital	645	20	665
16. Lansing Correctional Facility	654	1	655
17. Neurological Institute, Kansas	557	4	561
18. Hutchinson Correctional Facility	497	1	498
19. Parsons State Hospital and Training Center	444	7	451
20. El Dorado Correctional Facility	440	2	442
21. Wildlife and Parks, Department of	395	6	401
22. Osawatomie State Hospital	380	16	396
23. Veterans Affairs, Commission on	319	6	325
24. Corrections, Department of	281	11	292

**Comments:** Eighty-eight percent of employees, excluding temporary and student employees are located in the top twenty-five most populous agencies. The same agencies appear in this list as in FY 2002.

**Source:** SHARP (June 2003); Excludes temporary, and student employees





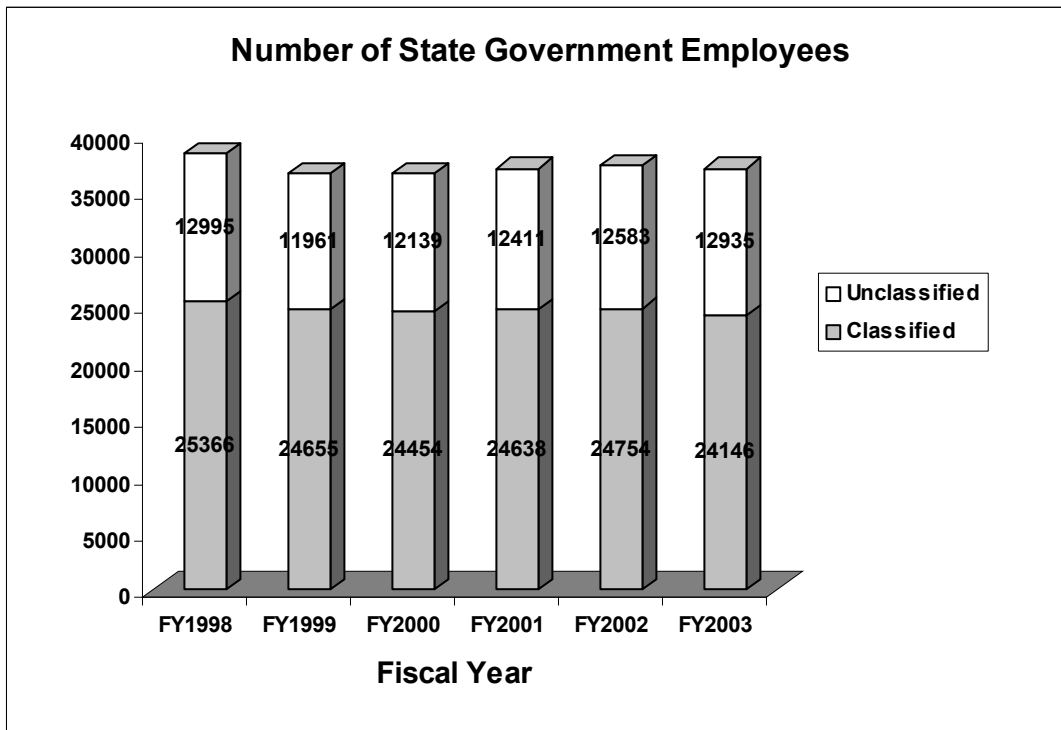
State of Kansas  
**Fiscal Year 2003**  
**Workforce Characteristics**

## SECTION ONE

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The following comments pertain to classified state employees only.

- The number of employees in the 50-59 age category increased 7% since 1998, while the number of employees in the 30-39 age category decreased 7% during the same timeframe.
- 32% of the state workforce is under 40 years of age. The number of employees in this category has consistently decreased since FY 1997.
- The number of employees in the 5-9 years of service category has decreased 7% since 1997. The number of employees with less than 5 years of service has increased 2% since 1997. The number of employees with 20-29 years of service has increased 4% since 1997.
- As during previous fiscal years, the percentage of minorities in the classified service is a greater percentage than in the available workforce.



**Comments:** The number of employees has decreased by 3 percent since 1998.

**Source:** SHARP (June 2003); Excludes temporary, and student employees

**Number of Classified Employees by Location on the Civil Service Plan**

	STEPS												
	4	5	6	7	8	9	10	11	12	13	14	15	Total
005	0	0	0	0	0	0	0	0	0	0	0	0	0
006	0	0	0	0	0	0	0	0	0	0	0	0	0
007	2	0	0	0	0	0	0	0	0	2	0	1	5
008	4	2	0	0	0	1	0	0	0	0	0	1	8
009	119	17	15	4	8	6	13	9	6	10	36	31	274
010	45	2	2	2	44	2	2	2	7	3	1	7	119
011	452	47	52	21	27	24	38	33	24	51	43	107	919
012	142	4	8	4	54	12	3	11	24	12	14	26	314
P 013	580	52	76	35	47	46	41	45	62	78	45	237	1,344
A 014	55	72	4	1	9	1	3	1	2	4	5	10	167
Y 015	652	106	117	71	133	89	95	74	76	101	106	252	1,872
016	400	232	269	75	92	66	48	48	54	59	144	223	1,710
017	486	184	284	23	48	28	14	19	30	27	55	75	1,273
018	553	86	270	129	141	121	112	136	113	136	129	314	2,240
019	511	110	235	77	99	117	88	89	79	69	84	206	1,764
020	152	29	57	39	47	43	43	34	58	31	49	109	691
021	395	85	134	42	245	73	70	58	70	64	83	139	1,458
G 022	455	86	192	77	147	155	93	85	59	60	59	156	1,624
R 023	288	76	89	74	38	81	48	55	44	40	20	69	922
A 024	335	77	139	54	109	76	69	59	58	77	38	137	1,228
D 025	138	38	40	27	36	44	25	35	47	61	55	110	656
E 026	268	81	88	50	86	71	86	67	47	60	34	110	1,048
S 027	252	61	89	37	101	78	43	29	29	31	25	71	846
028	92	25	28	14	24	30	18	13	27	16	17	37	341
029	262	60	86	50	73	94	33	28	32	22	35	80	855
030	80	42	33	15	27	54	20	8	17	12	6	24	338
031	80	23	23	15	40	40	23	11	9	15	10	38	327
032	93	30	44	25	57	35	19	21	23	21	18	28	414
033	11	10	17	23	15	20	12	2	8	27	1	12	158
034	19	5	12	10	16	12	10	4	6	10	2	20	126
035	13	2	12	7	9	13	15	3	7	9	2	18	110
036	2	2	1	4	1	2	1	2	2	2	1	7	27
037	0	0	4	0	3		2	3	5	2	1	9	29
038	2	2	1	0	1	3	2		1	0	0	2	14
FY03	6,938	1,648	2,421	1,005	1,777	1,437	1,089	984	1,026	1,112	1,118	2,666	23,221
FY02	6,656	1,808	2,671	1,080	1,985	1,544	1,166	1,074	1,065	1,204	1,236	2,909	24,398

**Comments:** Records of 624 employees are not included due to placement on alternative pay plans or data errors.

**Source:** SHARP (June 2003 and June 2002); Excludes legislators, unclassified, temporary and student employees

**Number of Classified and Unclassified Employees by Agency**  
Fiscal Year 2003

Agency Name	Number of Classified Employees	Number of Unclassified Employees	Total Number of Employees
Accountancy, Board of	2	1	3
Adjutant General	50	147	197
Administration, Department of	719	27	746
Aging, Department on	111	9	120
Agriculture, Department of	264	13	277
Animal Health Department	27	3	30
Atchison Juvenile Correctional Facility	108	1	109
Attorney General	1	77	78
Banking Department	72	6	78
Barbering, Board of	1	1	2
Behavioral Sciences Regulatory Board	5	3	8
Beloit Juvenile Correctional Facility	81	1	82
Blind, School for the	28	58	86
Citizens Utility Ratepayer Board	2	3	5
Commerce and Housing, Dept of	131	7	138
Corporation Commission, Kansas	131	68	199
Corrections, Department of	281	11	292
Cosmetology, Board of	10	1	11
Credit Unions, Department of	12	1	13
Deaf, School for the	48	104	152
Dental Board	1	2	3
Education, Department of	167	24	191
El Dorado Correctional Facility	440	2	442
Ellsworth Correctional Facility	212	1	213
Emergency Medical Services Board	12	1	13
Emporia State University	301	427	728
Fair, Kansas State	20	1	21
Fire Marshal, State	43	2	45
Fort Hays State University	302	382	684
Governmental Ethics Commission	0	9	9
Governor, Office of the	0	24	24
Healing Arts, Board of	22	6	28
Health and Environment, Dept of	877	13	890
Health Care Stabilization Fund Bd of Governors	8	7	15
Highway Patrol	771	4	775
Historical Society, State	107	1	108
Human Resources, Department of	792	43	835
Human Rights Commission, Kansas	29	4	33
Hutchinson Correctional Facility	497	1	498
Indigents Defense Services, Board of	61	93	154
Insurance Department	33	94	127
Investigation, Kansas Bureau of	168	7	175
Judicial Council	0	5	5
Judiciary	0	1827	1827
Juvenile Justice Authority	26	8	34
Kansas Arts Commission	7	1	8
Kansas Inc	0	4	4
Kansas Public Employees Retirement System	68	12	80
Kansas State University	1691	2265	3956
KU Medical Center	528	2118	2646
Lansing Correctional Facility	654	1	655
Larned Correctional Mental Health Facility	167	0	167
Larned Juvenile Correctional Facility	121	1	122
Larned State Hospital	645	20	665
Legislative Coordinating Council	0	11	11
Legislative Division of Post Audit	0	18	18
Legislative Research Department	0	37	37
Legislature	0	32	32
Library, State	24	4	28
Lieutenant Governor, Office of the	0	2	2

**Number of Classified and Unclassified Employees by Agency**  
Fiscal Year 2003

Agency Name	Number of Classified Employees	Number of Unclassified Employees	Total Number of Employees
Lottery, Kansas	40	36	76
Mortuary Arts, Board of	2	1	3
Neurological Institute, Kansas	557	4	561
Norton Correctional Facility	250	0	250
Nursing, Board of	20	2	22
Ombudsman for Corrections	1	3	4
Optometry Examiners, Board of	1	0	1
Osawatomie State Hospital	380	16	396
Parole Board, Kansas	0	3	3
Parsons State Hospital and Training Center	444	7	451
Pharmacy, Board of	5	1	6
Pittsburg State University	309	423	732
Racing and Gaming Commission, Kansas	40	17	57
Rainbow Mental Health Facility	109	5	114
Real Estate Appraisal Board, Kansas	1	1	2
Real Estate Commission, Kansas	10	1	11
Regents, Board of	17	27	44
Revenue, Department of	1030	27	1057
Revisor of Statutes	0	24	24
Secretary of State	0	46	46
Securities Commissioner, Office of the	18	9	27
Sentencing Commission, Kansas	0	10	10
Social & Rehabilitation Services, Dept of	3405	38	3443
State Conservation Commission	6	6	12
Tax Appeals, Board of	14	10	24
Technical Professions, Board of	3	2	5
Technology Enterprise Corporation, Kansas	0	27	27
Topeka Correctional Facility	215	0	215
Topeka Juvenile Correctional Facility	205	1	206
Transportation, Department of	3103	11	3114
Treasurer, State	17	29	46
University of Kansas	1474	3144	4618
Veterans Affairs, Commission on	319	6	325
Veterinary Examiners, Board of	0	3	3
Water Office, Kansas	17	2	19
Wichita State University	668	931	1599
Wildlife and Parks, Department of	395	6	401
Winfield Correctional Facility	193	0	193
<b>Totals</b>	<b>24146</b>	<b>12935</b>	<b>37081</b>

**Comment:** This table differs from authorized FTE due to vacancies; more than one person filling an FTE (part-time employees); program closures, additions or transfers to other agencies, layoffs; etc.

**Source:** SHARP (June 2003); Excludes temporary and student employees.

**Average Classified and Unclassified Salaries by Agency**  
**Fiscal Year 2002 and 2003**

Agency Name	Classified		Unclassified	
	FY2002	FY 2003	FY2002	FY2003
Accountancy, Board of	\$22,121	\$22,880	\$52,051	\$55,051
Adjutant General	\$32,320	\$32,748	\$29,611	\$30,017
Administration, Department of	\$34,872	\$34,243	\$65,297	\$65,710
Aging, Department On	\$36,218	\$35,808	\$69,917	\$64,308
Agriculture Department of	\$36,698	\$35,990	\$54,525	\$53,361
Animal Health Department	\$31,735	\$31,909	\$63,197	\$50,086
Atchison Juvenile Correctional Facility	\$28,111	\$28,103	\$68,314	\$68,314
Attorney General	\$37,669	\$37,648	\$44,077	\$42,549
Banking Department	\$41,795	\$41,216	\$61,923	\$59,606
Barbering, Board of	\$28,142	\$28,080	\$37,304	\$37,304
Behavioral Sciences Reg Board	\$26,437	\$26,042	\$38,669	\$39,937
Beloit Juvenile Correctional Facility	\$28,282	\$28,486	\$75,450	\$75,450
Blind, School for the	\$27,908	\$28,399	\$35,079	\$34,226
Citizens Utility Ratepayer Bd	\$31,013	\$28,912	\$74,186	\$60,817
Commerce and Housing, Department of	\$38,383	\$38,196	\$50,167	\$70,701
Corporation Commission, Kansas	\$35,306	\$34,974	\$54,302	\$53,653
Corrections, Department of	\$34,746	\$34,304	\$72,016	\$69,235
Cosmetology, Board of	\$24,665	\$23,421	\$43,735	\$43,735
Credit Unions, Department of	\$42,041	\$41,097	\$62,216	\$62,216
Deaf, School for the	\$24,361	\$23,582	\$34,224	\$34,528
Dental Board	\$18,595	\$18,512	\$51,514	\$39,757
Education, Department of	\$36,863	\$36,239	\$77,142	\$76,197
El Dorado Correctional Facility	\$28,388	\$28,057	\$64,059	\$64,059
Ellsworth Correctional Facility	\$29,785	\$29,615	\$50,557	\$50,557
Emergency Medical Services	\$33,721	\$33,557	\$61,247	\$61,247
Emporia State University	\$26,093	\$26,097	\$51,769	\$52,112
Fair, Kansas State	\$28,971	\$27,446	\$81,034	\$69,000
Fire Marshal	\$37,558	\$38,630	\$51,939	\$54,696
Fort Hays State University	\$24,389	\$24,392	\$49,293	\$49,879
Governmental Ethics Commission	N/A	N/A	\$38,483	\$38,483
Governor, Office of the	N/A	N/A	\$46,411	\$44,358
Healing Arts, Board of	\$27,840	\$27,844	\$53,075	\$61,735
Health and Environment, Department of	\$37,967	\$37,518	\$72,321	\$74,428
Health Care Stabilization Fund	\$25,230	\$25,454	\$47,987	\$48,635
Highway Patrol	\$34,611	\$34,885	\$66,132	\$67,441
Historical Society, State	\$30,848	\$31,731	\$80,000	\$80,000
Human Resources, Department of	\$35,436	\$34,659	\$49,456	\$48,517
Human Rights Commission, Kansas	\$31,118	\$30,963	\$58,291	\$58,291
Hutchinson Correctional Facility	\$29,684	\$29,367	\$48,142	\$48,142
Indigents' Defense Services, Board of	\$26,428	\$26,389	\$46,662	\$46,595
Insurance Department	\$25,107	\$25,231	\$46,608	\$46,717
Investigation, Kansas Bureau of	\$39,176	\$38,580	\$78,109	\$78,109
Judicial Council	N/A	N/A	\$42,841	\$42,841
Judiciary	N/A	N/A	\$38,441	\$37,959
Juvenile Justice Authority	\$39,092	\$38,864	\$61,998	\$58,808
Kansas Arts Commission	\$38,366	\$35,479	\$68,318	\$68,318
Kansas Inc	N/A	N/A	\$56,898	\$52,174
Kansas Public Employees Retirement System	\$32,246	\$32,075	\$82,281	\$83,326
Kansas State University	\$26,304	\$26,284	\$61,960	\$61,823
KU Medical Center	\$26,850	\$26,845	\$52,003	\$50,813
Lansing Correctional Facility	\$29,888	\$29,597	\$43,785	\$43,785
Larned Correctional Mental Health Facility	\$29,221	\$29,266	N/A	N/A
Larned Juvenile Correctional Facility	\$28,760	\$27,489	\$64,010	\$64,010
Larned State Hospital	\$26,610	\$26,255	\$96,986	\$100,346

**Average Classified and Unclassified Salaries by Agency**  
**Fiscal Year 2002 and 2003**

Agency Name	Classified		Unclassified	
	FY2002	FY 2003	FY2002	FY2003
Legislative Coordinating Council	N/A	N/A	\$41,087	\$41,971
Legislative Division of Post Audit	N/A	N/A	\$54,744	\$57,580
Legislative Research Department	N/A	N/A	\$54,715	\$53,178
Legislature	N/A	N/A	\$36,465	\$38,445
Library, State	\$31,633	\$31,157	\$35,411	\$34,891
Lieutenant Governor, Office of the	N/A	N/A	\$29,900	\$31,245
Lottery, Kansas	\$33,844	\$33,821	\$39,786	\$40,174
Mortuary Arts, Board of	\$28,964	\$28,912	\$58,519	\$58,519
Neurological Institute, Kansas	\$26,749	\$26,540	\$93,251	\$111,979
Norton Correctional Facility	\$29,636	\$29,136	N/A	N/A
Nursing, Board of	\$29,936	\$29,578	\$53,070	\$53,070
Ombudsman for Corrections	\$27,477	\$27,456	\$38,877	\$38,877
Optometry Examiners, Board of	\$37,669	\$37,648	N/A	N/A
Osawatomie State Hospital	\$27,293	\$26,873	\$101,882	\$95,967
Parole Board, Kansas	N/A	N/A	\$97,982	\$98,188
Parsons State Hospital and Training Center	\$27,513	\$27,530	\$89,033	\$89,033
Pharmacy, Board of	\$36,934	\$40,851	\$56,662	\$56,662
Pittsburg State University	\$27,099	\$26,922	\$61,229	\$60,997
Racing and Gaming Commission, Kansas	\$31,479	\$31,174	\$53,139	\$53,116
Rainbow Mental Health Facility	\$29,896	\$30,164	\$109,299	\$82,498
Real Estate Appraisal Board, Kansas	\$41,579	\$41,392	\$53,895	\$53,895
Real Estate Commission, Kansas	\$26,911	\$27,123	\$55,000	\$55,000
Regents, Board of	\$33,378	\$33,635	\$66,777	\$66,282
Revenue, Department of	\$31,834	\$31,734	\$55,853	\$56,126
Revisor of Statutes	N/A	N/A	\$51,914	\$50,543
Secretary of State	N/A	N/A	\$35,729	\$35,083
Securities Commissioner, Office of the	\$40,780	\$38,931	\$59,874	\$59,748
Sentencing Commission, Kansas	N/A	N/A	\$39,097	\$40,145
Social and Rehabilitation Services, Department of	\$31,907	\$32,076	\$71,686	\$70,229
State Conservation Commission	\$29,626	\$29,467	\$51,201	\$51,128
Tax Appeals, Board of	\$24,111	\$25,317	\$74,898	\$74,220
Technical Professions, Board of	\$25,341	\$25,237	\$52,639	\$52,639
Technology Enterprise Corporation, Kansas	N/A	N/A	\$51,867	\$54,176
Topeka Correctional Facility	\$31,039	\$30,853	N/A	N/A
Topeka Juvenile Correctional Facility	\$28,252	\$27,530	\$66,920	\$66,920
Transportation, Department of	\$32,038	\$31,654	\$78,600	\$76,369
Treasurer, State	\$29,371	\$29,499	\$40,680	\$39,934
University of Kansas	\$26,118	\$25,892	\$57,330	\$55,877
Veterans' Affairs, Commission on	\$22,127	\$22,575	\$53,264	\$53,546
Veterinary Examiners, Board of	N/A	N/A	\$38,000	\$30,812
Water Office, Kansas	\$46,486	\$45,797	\$74,768	\$67,683
Wichita State University	\$24,717	\$24,520	\$54,956	\$54,045
Wildlife and Parks, Department of	\$34,440	\$33,846	\$60,343	\$55,911
Winfield Correctional Facility	\$29,840	\$29,926	N/A	N/A
<b>Statewide Average:</b>	<b>\$30,575</b>	<b>\$30,365</b>	<b>\$53,213</b>	<b>\$52,599</b>

**Source:** SHARP June 2003; Excludes temporary and student employees

**Number, Salary, Age and Years of Service of Classified Employees by Agency**

Fiscal Year 2003

Agency Name	Number of Classified Employees	Average Salary	Average Age	Average Years of Service
Accountancy, Board of	2	\$23,015	42	6
Adjutant General	50	\$33,015	47	13
Administration, Department of	719	\$34,806	46	14
Aging, Department on	111	\$36,121	49	14
Agriculture, Department of	264	\$36,705	47	14
Animal Health Department	27	\$32,017	49	13
Atchison Juvenile Correctional Facility	108	\$28,260	44	11
Attorney General	1	\$37,669	54	18
Banking Department	72	\$41,433	39	11
Barbering, Board of	1	\$28,142	65	9
Behavioral Sciences Regulatory Board	5	\$26,437	50	7
Beloit Juvenile Correctional Facility	81	\$28,645	46	12
Blind, School for the	28	\$28,564	50	15
Citizens Utility Ratepayer Board	2	\$29,037	54	22
Commerce and Housing, Department of	131	\$38,378	44	9
Corporation Commission	131	\$35,216	49	14
Corrections, Department of	281	\$34,911	46	13
Cosmetology, Board of		\$23,539	46	10
Credit Unions, Department of	12	\$41,187	53	15
Deaf, School for the	48	\$23,689	48	11
Dental Board, Kansas	1	\$18,595	27	2
Education, Department of	167	\$36,797	47	12
El Dorado Correctional Facility	440	\$28,214	40	7
Ellsworth Correctional Facility	212	\$29,770	43	9
Emergency Medical Services	12	\$33,807	52	13
Emporia State University	301	\$26,220	47	13
Fair, Kansas State	20	\$27,683	48	9
Fire Marshal, State	43	\$38,812	50	13
Fort Hays State University	302	\$24,533	47	11
Governmental Ethics Commission	0	N/A	N/A	N/A
Governor, Office of the	0	N/A	N/A	N/A
Healing Arts, Board of	22	\$28,066	46	11
Health and Environment, Department of	877	\$38,141	46	12
Health Care Stabilization Fund Bd of Gov	8	\$25,600	45	15
Highway Patrol	771	\$35,050	42	12
Historical Society, State	107	\$31,976	42	14
Human Resources, Department of	792	\$35,236	49	15
Human Rights Commission, Kansas	29	\$31,141	46	13
Hutchinson Correctional Facility	497	\$29,504	43	10
Indigents' Defense Services, Board of	61	\$26,553	43	8
Insurance Department	33	\$25,389	51	14
Investigation, Kansas Bureau of	168	\$38,854	43	13
Judicial Council	0	N/A	N/A	N/A
Judiciary	0	N/A	N/A	N/A
Juvenile Justice Authority	26	\$39,156	43	9
Kansas Arts Commission	7	\$36,445	46	11
Kansas Inc.	0	N/A	N/A	N/A
Kansas Public Employees Retirement Sys	68	\$32,251	48	13
Kansas State University	1691	\$26,424	46	13
KU Medical Center	528	\$26,950	46	13



**Number, Salary, Age and Years of Service of Classified Employees by Agency**

Fiscal Year 2003

<b>Agency Name</b>	<b>Number of Classified Employees</b>	<b>Average Salary</b>	<b>Average Age</b>	<b>Average Years of Service</b>
Lansing Correctional Facility	654	\$29,744	43	10
Larned Correctional Mental Health Facility	167	\$29,416	44	9
Larned Juvenile Correctional Facility	121	\$28,123	43	9
Larned State Hospital	645	\$26,389	47	13
Legislative Coordinating Council	0	N/A	N/A	N/A
Legislative Division of Post Audit	0	N/A	N/A	N/A
Legislative Research Department	0	N/A	N/A	N/A
Legislature	0	N/A	N/A	N/A
Library, State	24	\$31,313	49	13
Lieutenant Governor, Office of the	0	N/A	N/A	N/A
Lottery, Kansas	40	\$34,027	47	11
Mortuary Arts, Board of	2	\$28,964	55	12
Neurological Institute, Kansas	557	\$26,663	43	13
Norton Correctional Facility	250	\$29,281	45	10
Nursing, Board of	20	\$29,744	45	8
Ombudsman for Corrections	1	\$27,477	64	21
Optometry Examiners, Board of	1	\$37,669	60	10
Osawatomie State Hospital	380	\$27,054	46	12
Parole Board	0	N/A	N/A	N/A
Parsons State Hospital and Training Center	444	\$27,653	46	13
Pharmacy, Board of	5	\$40,959	40	4
Pittsburg State University	309	\$27,043	48	12
Racing and Gaming Commission, Kansas	40	\$31,329	41	11
Rainbow Mental Health Facility	109	\$30,293	46	11
Real Estate Appraisal Board, Kansas	1	\$41,579	51	21
Real Estate Commission, Kansas	10	\$27,229	51	8
Regents, Board of	17	\$33,985	52	18
Revenue, Department of	1030	\$32,036	45	14
Revisor of Statutes	0	N/A	N/A	N/A
Secretary of State	0	N/A	N/A	N/A
Securities Commissioner, Office of the	18	\$39,045	48	12
Sentencing Commission, Kansas	0	N/A	N/A	N/A
Social & Rehabilitation Services, Dept. of	3405	\$32,356	47	14
State Conservation Commission	6	\$29,626	43	13
Tax Appeals, Board of	14	\$25,415	45	14
Technical Professions, Board of	3	\$25,341	55	12
Technology Enterprise Corporation, Kansas	0	N/A	N/A	N/A
Topeka Correctional Facility	215	\$30,956	44	12
Topeka Juvenile Correctional Facility	205	\$27,677	43	11
Transportation, Department of	3103	\$31,911	45	13
Treasurer, State	17	\$29,738	50	18
University of Kansas	1474	\$26,026	50	12
Veterans' Affairs, Commission on	319	\$22,672	44	8
Veterinary Examiners, Board of	0	N/A	N/A	N/A
Water Office, Kansas	17	\$46,303	47	14
Wichita State University	668	\$24,646	48	11
Wildlife and Parks, Department of	395	\$34,091	45	15
Winfield Correctional Facility	193	\$30,045	46	11
<b>STATEWIDE AVERAGE</b>	<b>24,146</b>	<b>\$30,365</b>	<b>46</b>	<b>13</b>

**Comments:** The average salary for classified employees decreased by \$210 from the previous year. The number of classified employees decreased by 608 in the last year. The average age and length of service increased by one year.

**Source:** SHARP (June 2003); Excludes legislators, unclassified, temporary and student employees.

**Number, Salary, Age and Years of Service of Unclassified Employees by Agency**

Fiscal Year 2003

<b>Agency Name</b>	<b>Number of Unclassified Employees</b>	<b>Average Salary</b>	<b>Average Age</b>	<b>Average Years of Service</b>
Accountancy, Board of	1	\$55,051	51	7
Adjutant General	147	\$30,280	46	8
Administration, Department of	27	\$65,710	47	13
Aging, Department on	9	\$64,309	47	11
Agriculture, Department of	13	\$53,361	46	4
Animal Health Department	3	\$50,135	58	4
Atchison Juvenile Correctional Facility	1	\$68,314	62	14
Attorney General	77	\$42,591	42	8
Banking Department	6	\$59,606	40	11
Barbering, Board of	1	\$37,304	57	16
Behavioral Sciences Regulatory Board	3	\$40,187	48	6
Beloit Juvenile Correctional Facility	1	\$75,450	65	41
Blind, School for the	58	\$38,073	47	12
Citizens Utility Ratepayer Board	3	\$60,817	40	8
Commerce and Housing, Department of	7	\$70,701	51	11
Corporation Commission	68	\$54,172	48	10
Corrections, Department of	11	\$69,235	50	18
Cosmetology, Board of	1	\$43,735	52	20
Credit Unions, Department of	1	\$62,216	46	6
Deaf, School for the	104	\$35,588	46	14
Dental Board, Kansas	2	\$39,757	40	3
Education, Department of	24	\$76,202	51	15
El Dorado Correctional Facility	2	\$84,294	49	17
Ellsworth Correctional Facility	1	\$50,557	48	11
Emergency Medical Services	1	\$61,247	59	4
Emporia State University	427	\$53,004	48	11
Fair, Kansas State	1	\$69,000	35	8
Fire Marshal, State	2	\$54,696	55	14
Fort Hays State University	382	\$50,385	42	12
Governmental Ethics Commission	9	\$38,483	45	19
Governor, Office of the	24	\$45,145	41	7
Healing Arts, Board of	6	\$61,742	44	13
Health and Environment, Department of	13	\$74,428	49	10
Health Care Stabilization Fund Bd of Gov	7	\$48,694	50	11
Highway Patrol	4	\$67,441	46	21
Historical Society, State	1	\$80,000	46	1
Human Resources, Department of	43	\$48,546	46	6
Human Rights Commission, Kansas	4	\$58,291	54	19
Hutchinson Correctional Facility	1	\$48,142	50	8
Indigents' Defense Services, Board of	93	\$46,595	40	7
Insurance Department	94	\$46,906	48	11
Investigation, Kansas Bureau of	7	\$78,109	54	20
Judicial Council	5	\$42,841	47	11
Judiciary	1827	\$38,124	46	11
Juvenile Justice Authority	8	\$58,808	49	9
Kansas Arts Commission	1	\$68,318	59	4
Kansas Inc	4	\$52,174	47	8
Kansas Public Employees Retirement Sys	12	\$83,340	49	15

**Number, Salary, Age and Years of Service of Unclassified Employees by Agency**  
Fiscal Year 2003

Agency Name	Number of Unclassified Employees	Average Salary	Average Age	Average Years of Service
Kansas State University	2265	\$64,737	48	13
KU Medical Center	2118	\$55,330	43	8
Lansing Correctional Facility	1	\$43,785	52	12
Larned Correctional Mental Health Facility	0	N/A	N/A	N/A
Larned Juvenile Correctional Facility	1	\$64,010	54	30
Larned State Hospital	20	\$101,770	55	10
Legislative Coordinating Council	11	\$41,971	51	13
Legislative Division of Post Audit	18	\$57,586	43	13
Legislative Research Department	37	\$53,178	47	16
Legislature	32	\$39,868	42	6
Library, State	4	\$35,411	50	10
Lieutenant Governor, Office of the	2	\$31,250	37	2
Lottery, Kansas	36	\$40,177	48	11
Mortuary Arts, Board of	1	\$58,519	49	23
Neurological Institute, Kansas	4	\$111,979	50	9
Norton Correctional Facility	0	N/A	N/A	N/A
Nursing, Board of	2	\$53,070	50	11
Ombudsman for Corrections	3	\$38,877	48	10
Optometry, Board of	0	N/A	N/A	N/A
Osawatomie State Hospital	16	\$95,967	52	14
Parole Board, Kansas	3	\$98,188	56	13
Parsons State Hospital and Training Center	7	\$89,033	59	20
Pharmacy, Board of	1	\$56,662	49	3
Pittsburg State University	423	\$62,181	49	12
Racing and Gaming Commission, Kansas	17	\$53,139	51	11
Rainbow Mental Health Facility	5	\$108,655	45	16
Real Estate Appraisal Board	1	\$53,895	44	13
Real Estate Commission	1	\$55,000	42	2
Regents, Board of	17	\$66,282	45	9
Revenue, Department of	27	\$58,098	45	9
Revisor of Statutes	24	\$50,543	49	18
Secretary of State	46	\$35,196	40	8
Securities Commissioner, Office of the	9	\$59,748	41	10
Sentencing Commission, Kansas	10	\$40,162	51	4
Social & Rehabilitation Services, Dept. of	38	\$70,232	50	18
State Conservation Commission	6	\$51,201	50	11
Tax Appeals, Board of	10	\$74,220	49	8
Technical Professions, Board of	2	\$52,639	55	17
Technology Enterprise Corporation, Kansas	27	\$54,190	46	7
Topeka Correctional Facility	0	N/A	N/A	N/A
Topeka Juvenile Correctional Facility	1	\$66,920	63	3
Transportation, Department of	11	\$76,375	54	24
Treasurer, State	29	\$40,925	43	10
University of Kansas	3144	\$61,394	47	11
Veterans Commission	6	\$53,566	55	10
Veterinary Examiners, Board of	3	\$37,052	46	10
Water Office, Kansas	2	\$67,683	54	14
Wichita State University	931	\$56,473	49	13
Wildlife and Parks, Department of	6	\$55,914	45	12
Winfield Correctional Facility	0	N/A	N/A	N/A
<b>STATEWIDE AVERAGE</b>	<b>12,935</b>	<b>\$52,599</b>	<b>46</b>	<b>12</b>

**Comments:** The average salary for unclassified employees decreased by \$614 from the previous year. The number of unclassified employees decreased by 352 in the last year. The average age and length of service increased by one year.

**Source:** SHARP (June 2003); Excludes legislators, classified, temporary and student employees

**Classified Employees by County of Work**  
Fiscal Year 2003

County	Number of Employees	Avg Age	Avg Years of Service	Avg Salary	County	Number of Employees	Avg Age	Avg Years of Service	Avg Salary
Allen	64	45	13	\$30,941	Linn	21	39	11	\$29,440
Anderson	46	44	11	\$30,637	Logan	38	44	13	\$28,810
Atchison	151	45	12	\$29,095	Lyon	427	48	13	\$27,890
Barber	11	48	11	\$26,917	Marion	51	42	11	\$28,824
Barton	102	44	12	\$32,104	Marshall	23	44	17	\$30,233
Bourbon	44	52	17	\$30,871	McPherson	44	48	15	\$31,547
Brown	60	46	18	\$32,059	Meade	18	46	16	\$29,796
Butler	557	41	8	\$28,921	Miami	441	46	12	\$27,361
Chase	13	47	16	\$29,978	Mitchell	103	46	13	\$29,082
Chautauqua	17	44	12	\$29,212	Montgomery	129	49	14	\$30,753
Cherokee	49	48	15	\$30,164	Morris	23	45	11	\$25,779
Cheyenne	9	46	13	\$29,111	Morton	11	40	8	\$26,410
Clark	11	46	14	\$28,301	Nemaha	36	41	11	\$29,252
Clay	36	44	13	\$32,147	Neosho	196	49	15	\$34,636
Cloud	36	44	13	\$29,905	Ness	9	54	15	\$28,401
Coffey	21	44	13	\$30,672	Norton	306	45	12	\$30,039
Comanche	9	45	12	\$28,316	Osage	48	44	13	\$30,118
Cowley	395	45	10	\$26,908	Osborne	12	44	16	\$30,183
Crawford	473	48	13	\$28,940	Ottawa	15	48	14	\$29,555
Decatur	13	47	15	\$30,112	Pawnee	952	46	12	\$27,210
Dickinson	38	44	14	\$31,088	Phillips	45	46	12	\$30,915
Doniphan	16	46	18	\$30,871	Pottawatomie	60	44	14	\$30,076
Douglas	1648	46	12	\$26,870	Pratt	137	46	17	\$32,063
Edwards	13	40	6	\$26,053	Rawlins	27	46	11	\$28,511
Elk	4	44	9	\$29,073	Reno	799	44	11	\$30,218
Ellis	512	46	13	\$28,397	Republic	44	48	15	\$30,004
Ellsworth	247	43	9	\$29,840	Rice	13	49	17	\$29,408
Finney	194	47	13	\$32,397	Riley	1650	46	12	\$26,961
Ford	265	45	10	\$27,833	Rooks	65	46	11	\$29,983
Franklin	48	47	15	\$30,475	Rush	13	48	15	\$32,365
Geary	87	42	10	\$28,774	Russell	29	44	16	\$31,412
Gove	11	45	13	\$26,760	Saline	419	46	12	\$32,042
Graham	17	46	13	\$30,238	Scott	17	47	15	\$30,851
Grant	32	43	8	\$27,708	Sedgwick	1802	47	11	\$28,819
Gray	15	48	11	\$28,977	Seward	58	43	9	\$29,155
Greeley	11	44	8	\$25,731	Shawnee	7311	46	14	\$34,721
Greenwood	19	47	17	\$30,689	Sheridan	9	51	21	\$31,757
Hamilton	30	39	9	\$28,012	Sherman	35	46	12	\$28,648
Harper	16	46	11	\$27,026	Smith	13	45	15	\$28,688
Harvey	57	46	11	\$28,704	Stafford	15	50	13	\$33,534
Haskell	11	47	6	\$26,923	Stanton	0	N/A	N/A	N/A
Hodgeman	8	49	9	\$25,210	Stevens	12	42	8	\$26,948
Jackson	28	47	13	\$28,360	Sumner	50	48	14	\$29,965
Jefferson	33	47	14	\$30,754	Thomas	55	45	13	\$30,392
Jewell	26	48	15	\$29,519	Trego	21	43	14	\$31,549
Johnson	513	45	22	\$31,187	Wabaunsee	30	42	13	\$28,786
Kearny	12	42	12	\$29,203	Wallace	9	45	8	\$26,562
Kingman	21	44	12	\$31,156	Washington	19	48	14	\$28,360
Kiowa	17	45	14	\$32,132	Wichita	2	57	9	\$22,318
Labette	523	46	14	\$27,953	Wilson	19	45	8	\$29,369
Lane	9	45	11	\$25,741	Woodson	39	49	13	\$29,889
Leavenworth	749	43	11	\$30,095	Wyandotte	1066	47	13	\$29,296
Lincoln	13	47	14	\$29,094					

**Source:** SHARP June 2003: Excludes unclassified, temporary and student employees.

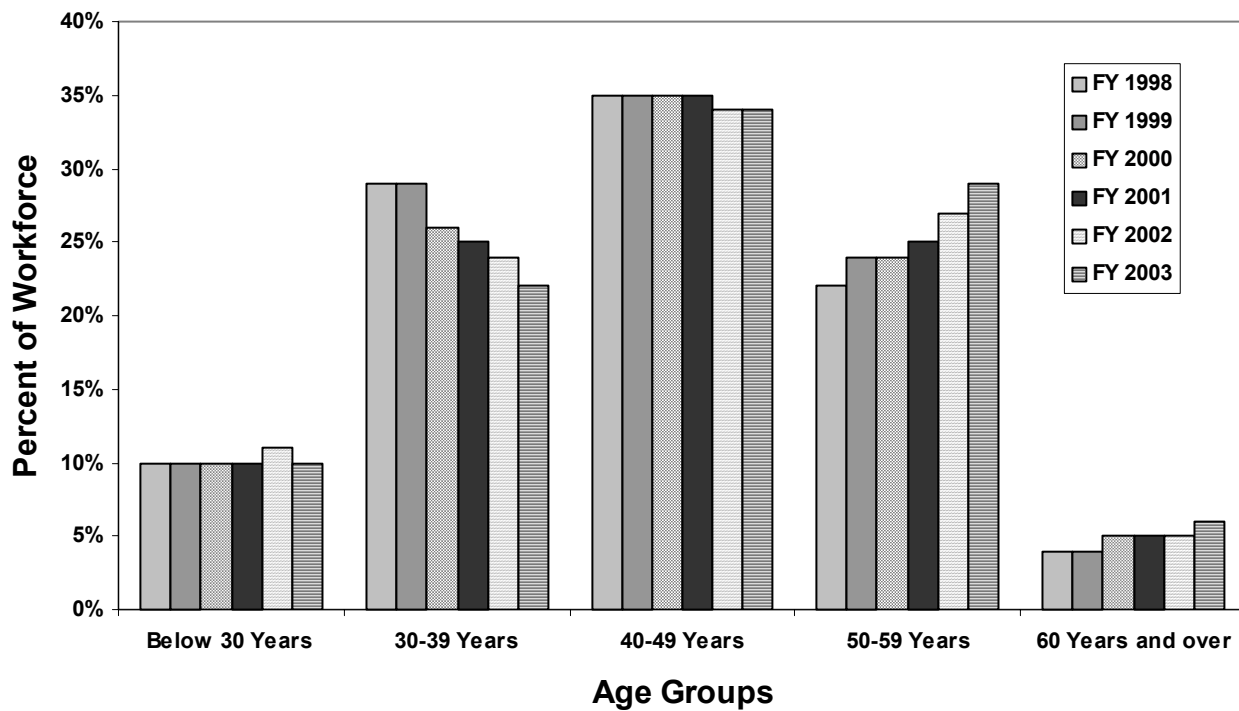
## Unclassified Employees by County of Work

### Fiscal Year 2003

County	Number of Employees	Avg Age	Avg Years of Service	Avg Salary	County	Number of Employees	Avg Age	Avg Years of Service	Avg Salary
Allen	13	39	6	\$35,975	Linn	8	43	8	\$37,828
Anderson	8	41	10	\$39,667	Logan	5	48	7	\$33,022
Atchison	17	47	16	\$41,662	Lyon	461	48	11	\$51,761
Barber	4	35	7	\$35,326	Marion	8	43	9	\$40,219
Barton	35	45	12	\$36,331	Marshall	8	41	12	\$32,832
Bourbon	11	48	12	\$38,983	McPherson	17	46	12	\$36,444
Brown	17	48	14	\$40,790	Meade	5	45	10	\$33,889
Butler	35	49	13	\$40,421	Miami	31	51	15	\$68,239
Chase	4	53	27	\$37,380	Mitchell	7	47	12	\$41,824
Chautauqua	4	55	15	\$34,341	Montgomery	26	48	13	\$39,873
Cherokee	16	46	10	\$39,386	Morris	10	53	13	\$32,824
Cheyenne	5	47	13	\$35,749	Morton	5	35	6	\$34,313
Clark	4	48	11	\$33,962	Nemaha	8	52	17	\$35,407
Clay	7	48	16	\$34,244	Neosho	25	47	15	\$47,513
Cloud	14	46	10	\$37,906	Ness	8	42	13	\$34,323
Coffey	9	46	19	\$39,927	Norton	9	47	17	\$36,753
Comanche	5	55	7	\$33,656	Osage	8	43	9	\$31,120
Cowley	26	47	11	\$41,021	Osborne	5	46	12	\$35,935
Crawford	450	49	12	\$60,897	Ottawa	5	54	19	\$26,538
Decatur	4	48	11	\$35,483	Pawnee	35	51	10	\$74,802
Dickinson	15	44	10	\$38,399	Phillips	5	50	8	\$36,089
Doniphan	6	48	10	\$32,303	Pottawatomie	13	46	11	\$34,231
Douglas	3030	47	11	\$61,765	Pratt	12	54	17	\$36,135
Edwards	6	46	11	\$37,830	Rawlins	5	62	12	\$36,082
Elk	5	55	13	\$35,206	Reno	69	46	12	\$45,562
Ellis	417	47	12	\$50,443	Republic	6	44	7	\$40,739
Ellsworth	8	46	9	\$32,200	Rice	8	48	8	\$32,095
Finney	62	47	10	\$45,678	Riley	1930	48	13	\$67,085
Ford	34	45	10	\$38,878	Rooks	5	33	9	\$32,739
Franklin	22	43	12	\$38,905	Rush	4	52	14	\$36,271
Geary	43	40	10	\$38,559	Russell	8	51	17	\$32,001
Gove	4	49	10	\$36,146	Saline	132	45	10	\$49,021
Graham	6	48	5	\$43,903	Scott	5	54	14	\$26,213
Grant	7	44	12	\$26,713	Sedgwick	1388	48	12	\$55,339
Gray	5	48	20	\$36,478	Seward	21	46	9	\$39,795
Greeley	6	43	9	\$40,903	Shawnee	1301	46	11	\$49,913
Greenwood	11	50	15	\$40,278	Sheridan	5	45	15	\$34,377
Hamilton	5	44	12	\$37,369	Sherman	9	51	15	\$38,934
Harper	8	45	10	\$41,281	Smith	5	47	14	\$36,783
Harvey	22	48	14	\$39,666	Stafford	9	48	9	\$42,193
Haskell	5	47	9	\$33,783	Stanton	5	51	13	\$30,686
Hodgeman	4	55	9	\$28,704	Stevens	9	51	12	\$45,482
Jackson	14	49	14	\$42,590	Sumner	18	47	13	\$38,279
Jefferson	12	47	12	\$39,708	Thomas	26	47	13	\$49,509
Jewell	5	51	5	\$34,654	Trego	4	34	5	\$34,087
Johnson	358	45	10	\$39,796	Wabaunsee	8	37	8	\$33,842
Kearny	6	46	12	\$31,735	Wallace	4	50	11	\$34,822
Kingman	10	39	7	\$33,284	Washington	5	54	14	\$36,378
Kiowa	5	45	8	\$33,993	Wichita	5	42	10	\$33,409
Labette	71	47	13	\$51,126	Wilson	11	52	13	\$39,167
Lane	4	44	13	\$35,456	Woodson	5	46	13	\$36,078
Leavenworth	40	44	11	\$38,036	Wyandotte	2247	43	9	\$51,707
Lincoln	5	44	8	\$37,831					

**Source:** SHARP June 2003: Excludes classified, temporary and student employees.

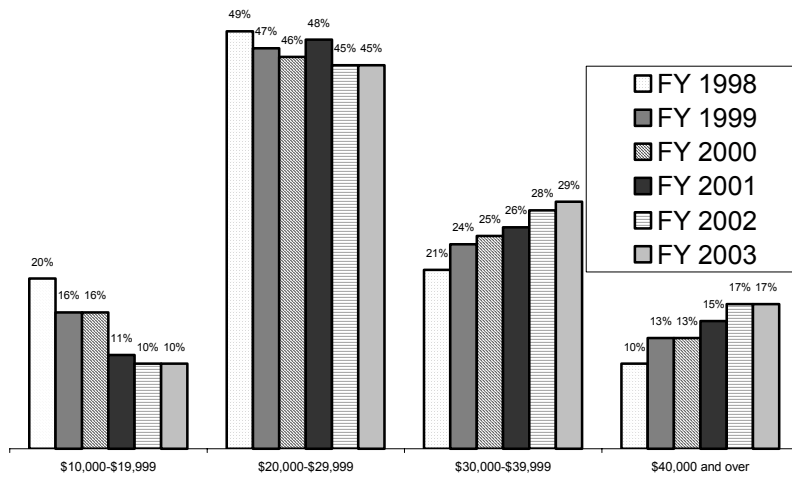
## The Aging of the Classified Workforce



**Comments:** The 50-59 year old age group has significantly increased since 1998, while there has been a significant decrease in the number of employees in the 30-39 year old age group.

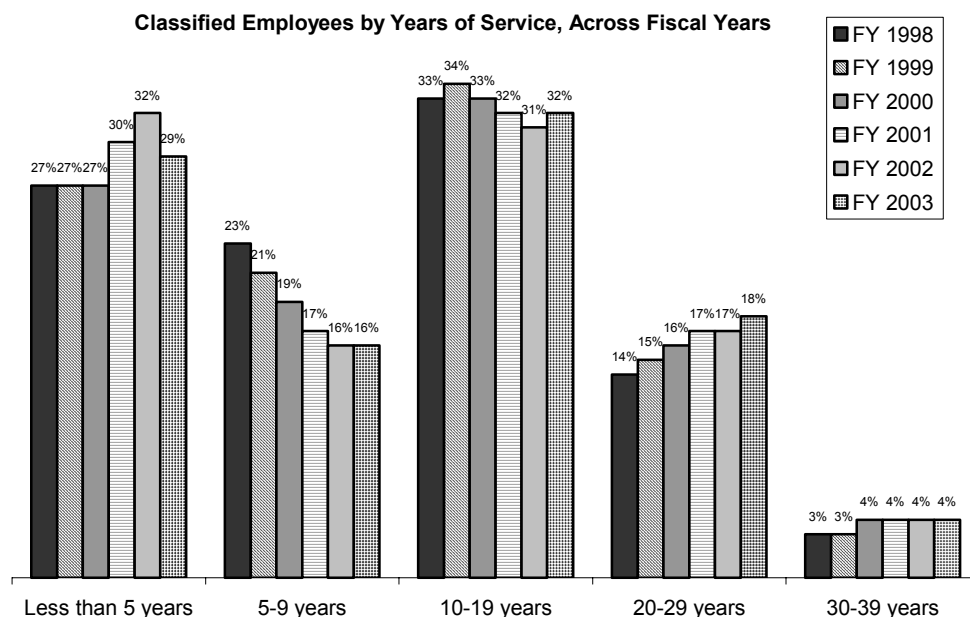
**Source:** SHARP (June 2003); Excludes unclassified, temporary and student employees.

**Classified Employees, by Annual Salary, Across Fiscal Years**



**Comments:** The number of classified employees earning less than \$19,999 per year has decreased since 1998, while the number of employees earning \$30,000 per year or more has increased.

**Source:** SHARP (June 2003); Excludes unclassified, temporary and student employees.

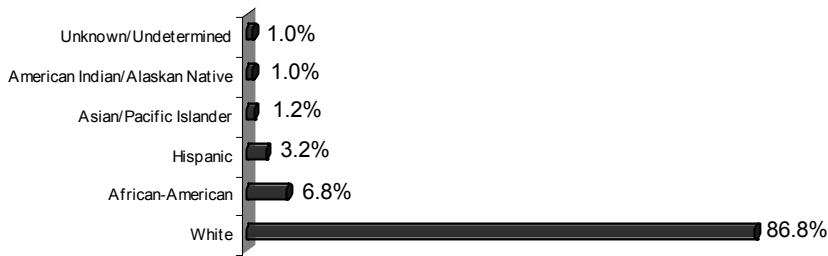


**Comments:** The number of employees with 20 or more years of service has increased steadily in the last few years, while the number of employees with 5-9 years of service has decreased significantly. These numbers indicate that statewide vacancies due to retirement will continue to increase over the next few years. Counts of employees with more than 40 years of service were intentionally excluded due to the low number of employees (less than 1%).

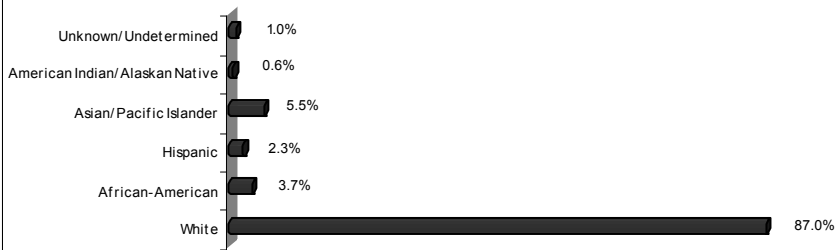
**Source:** SHARP (June 2003); Excludes unclassified, temporary and student employees.



**The Ethnic Distribution of the Classified Workforce**



**The Ethnic Distribution of the Unclassified Workforce**



**Kansas Employed Labor Force**



**Comments:** The percentages in the Kansas Employed Labor Force chart includes data from state and non-state government workforces combined. The workforce consists of 11% unclassified determinable minorities compared to 12% classified determinable minorities.

**Source:** SHARP (June 2003); Kansas Department of Human Resources Census STFA3 reports (July 2001). Kansas Department of Human Resources, Affirmative Action Report. These percentages do not equal 100%. The figures for the Kansas Employed Labor Force chart are based on 1990 census estimates, but they have been adjusted to 2000 annual average labor force estimates developed by the Kansas Department of Human Resources.

**Ethnic and Gender Distribution of Classified Employees by Agency  
Fiscal Year 2003**

Agency Name	Non-Minority		Minority		Total Classified Employees
	% Male	% Female	% Male	% Female	
Accountancy, Board of	0.00%	100.00%	0.00%	0.00%	2
Adjutant General	34.69%	55.10%	4.08%	6.12%	49
Administration, Department of	46.35%	40.73%	5.76%	7.16%	712
Aging, Department on	21.30%	68.52%	2.78%	7.41%	108
Agriculture, Department of	62.36%	34.60%	0.76%	2.28%	263
Animal Health Department	40.74%	55.56%	0.00%	3.70%	27
Atchison Juvenile Correctional Facility	36.79%	29.25%	16.04%	17.92%	106
Attorney General	0.00%	100.00%	0.00%	0.00%	1
Banking Department	57.75%	39.44%	0.00%	2.82%	71
Barbering, Board of	100.00%	0.00%	0.00%	0.00%	1
Behavioral Sciences Reg Board	20.00%	60.00%	0.00%	20.00%	5
Beloit Juvenile Correctional Facility	30.38%	67.09%	1.27%	1.27%	79
Blind, School for the	26.92%	38.46%	19.23%	15.38%	26
Citizens Utility Ratepayer Bd	0.00%	100.00%	0.00%	0.00%	2
Commerce and Housing, Department of	29.13%	54.33%	6.30%	10.24%	127
Corporation Commission, Kansas	52.71%	40.31%	3.88%	3.10%	129
Corrections, Department of	44.48%	43.77%	6.41%	5.34%	281
Cosmetology, Board of	0.00%	80.00%	0.00%	20.00%	10
Credit Unions, Department of	75.00%	25.00%	0.00%	0.00%	12
Deaf, School for the	33.33%	54.17%	4.17%	8.33%	48
Dental Board, Kansas	0.00%	0.00%	0.00%	100.00%	1
Education, Department of	18.52%	76.54%	0.62%	4.32%	162
El Dorado Correctional Facility	73.12%	20.50%	5.47%	0.91%	439
Ellsworth Correctional Facility	67.92%	28.30%	3.77%	0.00%	212
Emergency Medical Services Board	41.67%	58.33%	0.00%	0.00%	12
Emporia State University	37.54%	55.48%	2.66%	4.32%	301
Fair, Kansas State	60.00%	40.00%	0.00%	0.00%	20
Fire Marshal, State	62.79%	32.56%	4.65%	0.00%	43
Fort Hays State University	41.20%	57.48%	1.00%	0.33%	301
Governmental Ethics Commission	N/A	N/A	N/A	N/A	N/A
Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Healing Arts, Board of	31.82%	63.64%	0.00%	4.55%	22
Health and Environment, Department of	39.33%	52.06%	3.67%	4.93%	872
Health Care Fund Stabilization Bd of Gov	0.00%	100.00%	0.00%	0.00%	8
Highway Patrol	71.73%	21.86%	4.84%	1.57%	764
Historical Society, State	43.27%	53.85%	1.92%	0.96%	104
Human Resources, Department of	30.34%	50.44%	6.70%	12.52%	791
Human Rights Commission, Kansas	17.24%	48.28%	13.79%	20.69%	29
Hutchinson Correctional Facility	74.65%	17.91%	6.64%	0.80%	497
Indigents Defense Services, Board of	15.25%	72.88%	3.39%	8.47%	59
Insurance Department	3.03%	78.79%	0.00%	18.18%	33
Investigation, Kansas Bureau of	47.90%	46.71%	2.99%	2.40%	167
Judicial Council	N/A	N/A	N/A	N/A	N/A
Judiciary	N/A	N/A	N/A	N/A	N/A
Juvenile Justice Authority	41.67%	33.33%	12.50%	12.50%	24
Kansas Arts Commission	42.86%	42.86%	14.29%	0.00%	7
Kansas Inc	N/A	N/A	N/A	N/A	N/A
Kansas Public Emp Retirement System	17.91%	68.66%	0.00%	13.43%	67
Kansas State University	32.29%	55.75%	4.80%	7.17%	1688
KU Medical Center	33.59%	34.16%	16.22%	16.03%	524

**Ethnic and Gender Distribution of Classified Employees by Agency  
Fiscal Year 2003**

Agency Name	Non-Minority		Minority		Total Classified Employees
	% Male	% Female	% Male	% Female	
Lansing Correctional Facility	62.64%	22.73%	10.17%	4.45%	629
Larned Correctional Mental Health Facility	65.87%	25.75%	6.59%	1.80%	167
Larned Juvenile Correctional Facility	57.50%	37.50%	5.00%	0.00%	120
Larned State Hospital	35.78%	56.25%	2.66%	5.31%	640
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A
Legislative Research Department	N/A	N/A	N/A	N/A	N/A
Legislature	N/A	N/A	N/A	N/A	N/A
Library, State	34.78%	65.22%	0.00%	0.00%	23
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Lottery, Kansas	47.50%	50.00%	0.00%	2.50%	40
Mortuary Arts, Board of	50.00%	50.00%	0.00%	0.00%	2
Neurological Institute, Kanaz	18.71%	33.09%	18.71%	29.50%	556
Norton Correctional Facility	68.40%	30.00%	1.60%	0.00%	250
Nursing, Board of	5.26%	84.21%	5.26%	5.26%	19
Ombudsman for Corrections	0.00%	100.00%	0.00%	0.00%	1
Optometry Examiners, Board of	0.00%	100.00%	0.00%	0.00%	1
Osawatomie State Hospital	27.66%	66.73%	2.13%	3.46%	376
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital and Training Center	31.97%	51.47%	8.16%	8.39%	441
Pharmacy, Board of	25.00%	75.00%	0.00%	0.00%	4
Pittsburg State University	42.30%	56.07%	0.98%	0.66%	305
Racing and Gaming Commission	50.00%	44.74%	0.00%	5.26%	38
Rainbow Mental Health Facility	12.84%	24.77%	17.43%	44.95%	109
Real Estate Appraisal Board	0.00%	100.00%	0.00%	0.00%	1
Real Estate Commission, Kansas	40.00%	60.00%	0.00%	0.00%	10
Regents, Board of	23.53%	70.59%	0.00%	5.88%	17
Revenue, Department of	27.80%	59.71%	3.90%	8.59%	1025
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A
Securities Commissioner, Office	38.89%	61.11%	0.00%	0.00%	18
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	19.37%	67.01%	2.66%	11.00%	3346
State Conservation Commission	16.67%	50.00%	0.00%	33.33%	6
Tax Appeals, Board of	7.14%	85.71%	0.00%	7.14%	14
Technical Professions, Board of	0.00%	100.00%	0.00%	0.00%	3
Technology Enterprise Corp	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	53.27%	29.91%	12.15%	4.67%	214
Topeka Juvenile Correctional Facility	40.69%	19.61%	30.39%	9.31%	204
Transportation, Department of	77.85%	15.94%	5.27%	0.94%	3074
Treasurer, State	17.65%	82.35%	0.00%	0.00%	17
University of Kansas	34.15%	54.24%	5.84%	5.77%	1473
Veterans' Affairs, Commission on	24.27%	60.52%	4.53%	10.68%	309
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	47.06%	52.94%	0.00%	0.00%	17
Wichita State University	28.59%	47.75%	10.18%	13.47%	668
Wildlife and Parks, Department of	77.66%	19.22%	2.34%	0.78%	385
Winfield Correctional Facility	59.29%	26.46%	9.52%	4.76%	189
<b>Statewide Average</b>	<b>43.18%</b>	<b>44.42%</b>	<b>5.58%</b>	<b>6.82%</b>	<b>23917</b>

**Comments:** Minority is defined as American Indian/Alaskan Native/Pacific Islander, African-American, and Hispanic. Non-minority is defined as Caucasian.

**Source:** SHARP (July 2003); Excludes unclassified, temporary and student employees. "N/A" indicates the agency does not have classified employees. Total employees does not include employees with incomplete or missing data.



## Workforce Trends

### SECTION TWO

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#### Recruitment

- In FY 2003, there were 54% fewer job requisitions open and 48% fewer job applicants per vacancy.

#### Turnover

- The statewide turnover rate of 12.69% was up slightly in FY 2003 from 12.50% in FY 2002
- Twenty-four percent of terminations occur within the first year of service, and nearly 59% within the first five years of service.

#### Retirement

- One-third of the workforce is retirement eligible in over 42% of state agencies. Twenty-eight percent of the workforce statewide is retirement eligible.
- On the average, state employees retire 27 months after becoming retirement eligible.

#### Leave Usage

- Average number of vacation days used by classified employees in FY 2003 was 131 hours (16.4 days). This is nearly 2 days more than the average used in FY 2002.
- Average number of sick days used by classified employees increased by over a day in FY 2003 compared to FY 2002, for an average of 80 hours (10 days) per employee.

#### Compensation

- In FY 2003, a moratorium was placed on cash bonuses to employees except for the Employee Suggestion Program.
- Classified state worker salary ranks 17<sup>th</sup> out of the 25 states in the Central States Compensation Association.



## Recruitment Analysis

### Criteria used for the recruitment section of the report:

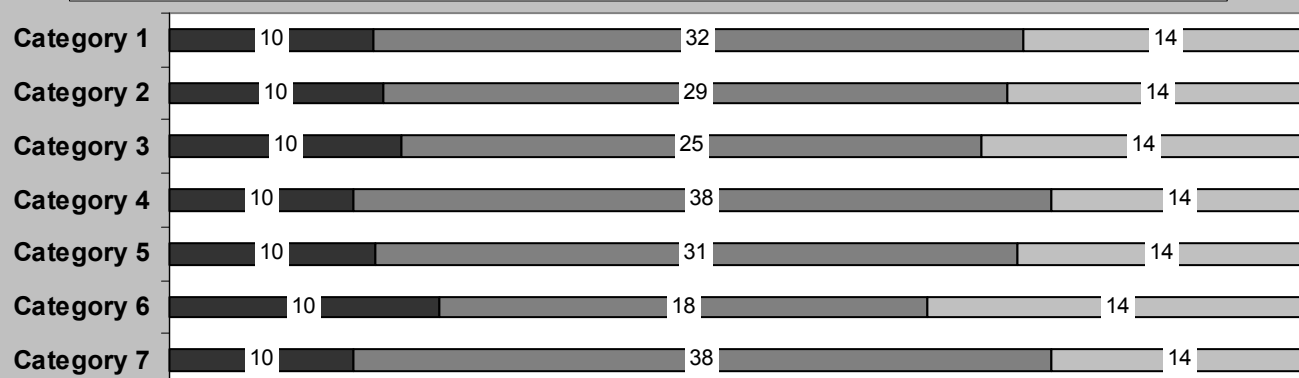
- All data includes classified, regular, full-time employees.
- The data for this section was generated by SHARP and a Recruitment Tracking database as of June 30<sup>th</sup>, 2003.

### General Recruitment Information

- 1726 job requisitions were open between July 1, 2002 and June 30, 2003. This is a decrease of 54% from FY 2002 when 3,771 job requisitions were open.
- 7.15 was the average number of applicants per vacancy; this was nearly a 50% decrease in comparison to the average number of applicants in FY 2002 (13.79)
- 1.93 was the average number of times a person applied for a job; this is a decrease in comparison to the average in FY 2002 of 2.82.
- 333 people were hired above the minimum hiring rate in FY 2003. In FY 2002, there were 303 people hired above the minimum hiring rate. Agencies are permitted to do this for hard to fill positions or for hiring a person with exceptional qualifications.

### Average Number of Days to Fill a Vacancy by Recruitment Category

■ Time on Notice of Vacancy ■ Screening and Interview □ Two Week Notice to current employee

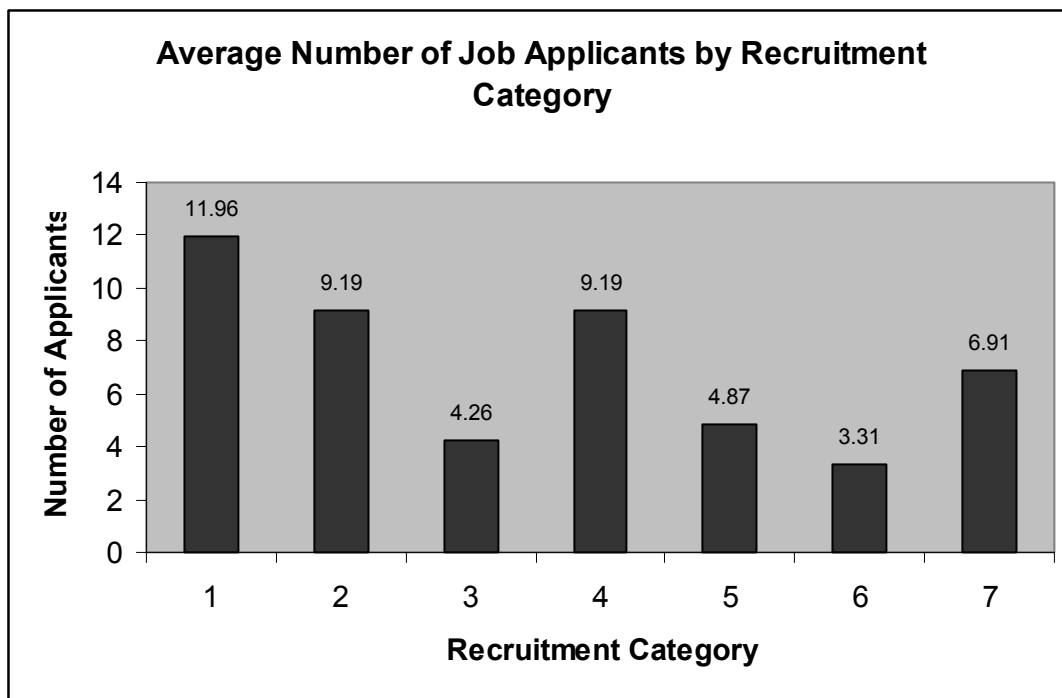


### Category Descriptions

1. **Administrative and Managerial:** Accountants, Auditors, Financial Examiners, Public Relations, Marketing, Economic Development Professionals, General Business Administrators and Managers, Real Estate and Property Appraisers, Human Resource Professionals and Trainers, Analysts, Consultants, Planners, Legal Professionals and Technicians.
2. **Administrative Support:** Administrative Support Specialists and Office Support Workers.
3. **Health, Museum, and Social Sciences:** Regulatory and Compliance Inspectors, Social Workers, Psychologists, Rehabilitation Counselors, Human Service Professionals and Technicians, Archival, Historical, Museum and Library Professionals and Technicians, Medical and Health Professionals and Technicians.
4. **Information Technology:** Information Resource Management and Professionals and Technicians, Data Processing Professionals and Technicians, Telecommunications Professionals and Technicians
5. **Natural Science and Engineering:** Architect and Engineer Professionals and Associates, Animal Medical and Health Professionals and Technicians, Conservation, Horticultural and Wildlife/Forestry Professionals and Technicians, Grain Service Inspectors, Operators and Examiners
6. **Protective Services:** Law enforcement and Correctional Professionals and Technicians.
7. **Trades, Arts and Crafts:** Graphic and Performing Artists, Printing Workers, Building and Electronic Trade Workers, Vehicle, Equipment and Aircraft Mechanics and Operators, Dietetic, Nutrition and Food Service Professionals and Technicians.

Source: SHARP (June 2003)





Recruitment Category	Category Description	Number of Job Requisitions in FY 2003
1	Administrative and Managerial	264
2	Administrative Support	376
3	Health, Museum and Social Sciences	195
4	Information Technology	57
5	Natural Science and Engineering	440
6	Protective Services	226
7	Trades, Crafts and Arts	365

Source: SHARP FY2003 data

## Appointment of Classified Employees by Agency Fiscal Year 2003

Agency Name	Hires	Rehires	Promotions	Demotions	Transfers
Accountancy, Board of	1	0	1	0	0
Adjutant General	2	0	0	1	1
Administration, Department of	32	14	3	14	19
Aging, Department on	1	3	4	2	89
Agriculture, Department of	10	7	17	1	3
Animal Health Department	1	0	1	0	0
Atchison Juvenile Correctional Facility	7	2	4	1	0
Attorney General	0	0	0	0	0
Banking Department	0	5	5	9	2
Barbering, Board of	0	0	0	0	0
Behavioral Sciences Regulatory Board	0	0	0	0	0
Beloit Juvenile Correctional Facility	3	4	5	1	2
Blind, School for the	0	2	0	0	0
Citizens Utility Ratepayer Bd	0	0	1	0	1
Commerce and Housing, Department of	5	55	14	0	14
Corporation Commission	3	3	6	0	2
Corrections, Department of	8	6	12	2	5
Cosmetology, Board of	2	0	1	0	0
Credit Unions, Department of	1	0	0	0	0
Deaf, School for the	2	4	2	9	0
Dental Board	1	0	0	0	0
Education, Department of	8	11	9	0	11
El Dorado Correctional Fclty	71	19	41	8	22
Ellsworth Correctional Fclty	37	8	16	2	3
Emergency Medical Services	0	0	2	1	0
Emporia State University	15	17	9	1	18
Fair, Kansas State	7	1	6	1	0
Fire Marshal	0	1	5	2	1
Fort Hays State University	8	4	21	4	1
Governmental Ethics Commissions	0	0	0	0	0
Governor, Office of the	N/A	N/A	N/A	0	0
Healing Arts, State Board of	2	0	1	0	1
Health & Environment, Department of	35	26	46	6	22
Health Care Stabilization Fund Bd of Governor's	0	0	1	0	0
Highway Patrol	28	5	24	3	13
Historical Society, State	0	1	2	0	1
Human Resources, Department of	20	50	54	10	7
Human Rights Commission	0	0	0	1	0
Hutchinson Correctional Facility	85	11	55	4	50
Indigents Defense Services, Board of	1	4	2	1	0
Insurance, Department	2	1	2	0	0
Investigation, Kansas Bureau of	4	0	17	1	3
Judiciary	N/A	N/A	N/A	N/A	N/A
Judiciary Council	N/A	N/A	N/A	N/A	N/A
Juvenile Justice Authority	1	1	3	1	0
Kansas Arts Commission	0	0	1	0	0
Kansas Housing Resources Corporation	0	0	1	0	38
Kansas Inc.	N/A	N/A	N/A		N/A
Kansas Public Employees Retirement System	5	1	7	2	1
Kansas State University	93	59	163	12	26

## Appointment of Classified Employees by Agency Fiscal Year 2003

Agency Name	Hires	Rehires	Promotions	Demotions	Transfers
KU Medical Center	47	14	9	1	33
Larned Correctional Mental Health Facility	19	8	19	2	2
Larned Juvenile Correctional Facility	15	7	9	3	9
Larned State Hospital	53	43	60	7	180
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A
Legislative Research	N/A	N/A	N/A	N/A	N/A
Legislature	N/A	N/A	N/A	N/A	N/A
Library, State	2	0	2	0	0
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Lottery, Kansas	3	0	4	0	1
Mortuary Arts, Board of	0	0	0	0	0
Neurological Institute, Kansas	7	10	7	3	49
Norton Correctional Facility	19	6	19	1	4
Nursing, Board of	1	2	1	0	0
Ombudsman for Corrections	0	0	0	0	0
Optometry Board of Examiners	0	0	0	0	0
Osawatimie State Hospital	29	18	19	9	68
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital and Training Center	12	7	9	2	9
Pharmacy, Board of	2	0	0	0	0
Pittsburg State University	11	7	7	6	10
Pooled Money Investment Board	0	0	0	0	0
Racing and Gaming Commission, Kansas	4	1	0	1	0
Rainbow Mental Health Facility	18	9	5	0	2
Real Estate Appraisal Board	0	0	0	0	0
Real Estate Commission;	0	0	0	0	0
Regents, Board of	0	0	3	0	0
Revenue, Department of	4	4	39	5	5
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A
Securities Commissioner of Kansas	2	3	0	0	1
Sentencing Commission, Kansas	N/A	N/A	N/A	0	0
Social & Rehabilitation Services, Department of	66	39	115	36	108
State Conservation Commission	0	0	0	0	0
Tax Appeals, Board of	0	0	0	0	0
Technical Professions, Board of	0	0	0	0	0
Technology Enterprise Corporation, Kansas	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	16	7	23	5	9
Topeka Juvenile Correctional Facility	36	11	12	5	3
Transportation, Department of	160	80	480	33	73
Treasurer, State	0	0	0	0	1
University of Kansas	145	87	77	10	128
Veterans' Affairs, Commissions on	81	51	15	4	12
Veterinary Examiners, Board of	0	0	0	0	0
Water Office, Kansas	0	1	0	0	0
Wheat Commission, Kansas	0	0	0	0	0
Wichita State University	62	19	18	1	1
Wildlife and Parks, Department of	8	11	22	2	7
Winfield Correctional Facility	21	2	17	4	4
<b>Total</b>	<b>1344</b>	<b>772</b>	<b>1555</b>	<b>27</b>	<b>93</b>

**Comments:** The data represents the appointment of new and current state employees. Movement of employees occurred both within and between agencies. Data was gathered from SHARP FY 2003 action reason codes listed as follows:

**Hires and Rehires:** Concurrent (multiple) Positions, Higher Step-Exceptional Qualifications, Higher Step Reemployment, Higher Step Right of First Refusal (ROFR), Higher Step Interview Right (IR), Higher Step Reinstatement, Higher Step Rehire, IR, Rehire, Reemployment, Reinstatement, and ROFR.

**Promotions:** Promotion to New Position/Class, Promotion to Higher Step-Exceptional Qualifications, From Training Class.

**Demotions:** Involuntary, In Lieu of Layoff, Unsatisfactory Performance, and Voluntary

**Transfers:** Employee Request, Employer Request, In Lieu of Layoff



## Turnover Analysis

### Definition of Turnover Rate:

$$\text{Turnover} = \frac{\text{Terminations} \times 100}{(\text{Employee Begin Count} + \text{End Count}) / 2}$$

Total # of Terminations during FY 2003

Average # of classified employees in FY 2003

**Terminations:** Retirements and voluntary, involuntary and neutral terminations.

**Voluntary Terminations:** Resignations.

**Involuntary Terminations:** Layoffs and Dismissals related to Personal Conduct, Unsatisfactory Work Performance or End of Limited Term Appointment.

**Neutral Terminations:** Death.

**Employee Begin and End Count:** Used to calculate the average number of classified employees in FY2003

### Criteria for this section

- Includes Classified, Regular employees only.
- Employees *leaving state service* through Retirements and Terminations only.
- Retirements and Terminations are *included* even if employee returned to state service at a later date.
- Averages are derived from begin and end count snapshots of the first and last day of the Fiscal Year and may not represent the totality of employment.
- Some positions may experience more than one termination during the report period.
- Categories with low employee numbers may have an artificially inflated turnover rate. Actual counts should be considered when examining turnover rates.
- Job Classes/Codes that were abolished/established will show an inaccurate turnover rate due to the lack of beginning or ending counts.
- Job classes/codes that were abolished during FY 2003 are listed:
  - Highway Patrol Master Trooper - 1200L1
  - Highway Patrol Lieutenant - 8122L1
  - Highway Patrol Captain - 8123L1
  - Highway Patrol Sergeant - 8121L1
  - Highway Patrol 2<sup>nd</sup> Lieutenant - 4296L1
  - Highway Patrol Trooper II - 1024L1
  - Highway Patrol Trooper I - 1023L1
  - Highway Patrol Major - 8214L1
  - Highway Patrol Lieutenant Colonel - 8125L1
  - Pilot I, Kansas Highway Patrol - 3456L1

Job Classes/Codes that were established during FY 2003 are listed:

- Highway Patrol Master/Technical Trooper - 1013L1
- Highway Patrol Lieutenant - 1014L1
- Highway Patrol Captain - 1015L1
- Highway Patrol Trooper - 1012L1
- Highway Patrol Trooper Trainee - 1011L1
- Highway Patrol Major - 1016L1
- Highway Patrol Lieutenant Colonel - 1017L1

# Separation of Classified Employees by Agency

Fiscal Year 2003

Agency Name	Retirements	Involuntary	Terminations		Total Separations
			Neutral	Voluntary	
Accountancy, Board of	0	0	0	0	0
Adjutant General	1	1	0	4	6
Administration, Department of	22	31	2	49	104
Aging, Department on	8	15	0	5	28
Agriculture, Department of	7	1	0	13	21
Animal Health Department	1	0	0	1	2
Atchison Juvenile Correctional Facility	1	6	0	10	17
Attorney General	0	0	0	0	0
Banking Department	0	2	1	7	10
Barbering, Board of	0	0	0	0	0
Behavioral Sciences Regulatory Board	0	0	0	0	0
Beloit Juvenile Correctional Facility	2	0	0	16	18
Blind, School for the	0	0	0	3	3
Citizens Utility Ratepayer Board	0	0	0	0	0
Commerce and Housing, Department of	3	2	0	9	14
Corporation Commission	2	0	1	4	7
Corrections, Department of	3	2	0	26	31
Cosmetology, Board of	0	0	0	2	2
Credit Unions, Department of	0	0	0	0	0
Deaf, School for the	3	1	0	5	9
Dental Board	0	0	0	0	0
Education, Department of	7	0	0	14	21
El Dorado Correctional Facility	7	13	3	71	94
Ellsworth Correctional Facility	2	5	2	30	39
Emergency Medical Services	1	0	0	1	2
Emporia State University	5	4	1	16	26
Fair, Kansas State	1	4	0	1	6
Fire Marshal	2	0	0	0	2
Fort Hays State University	1	1	0	19	21
Governmental Ethics Commission	N/A	N/A	N/A	N/A	N/A
Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Healing Arts, Board of	0	0	0	4	4
Health and Environment, Department of	16	8	2	73	99
Health Care Stabilization Fund Bd of Governors	0	0	0	0	0
Highway Patrol	13	5	3	38	59
Historical Society, State	2	8	0	5	15
Human Resources, Department of	18	7	2	31	58
Human Rights Commission, Kansas	0	0	0	0	0
Hutchinson Correctional Facility	10	8	1	74	93
Indigents Defense Services, Board of	0	0	0	6	6
Insurance Department	0	0	0	3	3
Investigation, Kansas Bureau of	6	0	0	4	10
Judicial Council	N/A	N/A	N/A	N/A	N/A
Judiciary	N/A	N/A	N/A	N/A	N/A
Juvenile Justice Authority	0	0	0	4	4
Kansas Arts Commission	0	0	0	0	0
Kansas Housing Resources Corp	0	0	0	0	0
Kansas Public Employees Retirement System	3	0	0	7	10
Kansas State University	30	14	3	142	189
KU Medical Center	12	21	3	74	110
Lansing Correctional Facility	19	35	4	127	185
Larned Correctional Mental Health Facility	3	0	0	27	30

**Separation of Classified Employees by Agency**  
Fiscal Year 2003

Agency Name	Retirements	Terminations			Total Separations
		Involuntary	Neutral	Voluntary	
Larned Juvenile Correctional Facility	0	1	0	13	14
Larned State Hospital	19	7	0	78	104
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A
Legislative Research Department	N/A	N/A	N/A	N/A	N/A
Legislature	N/A	N/A	N/A	N/A	N/A
Library, State	1	0	0	1	2
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Lottery, Kansas	0	0	0	1	1
Mortuary Arts, Board of	0	0	0	0	0
Neurological Institute, Kansas	6	17	5	50	78
Norton Correctional Facility	1	1	1	15	18
Nursing, Board of	0	0	0	4	4
Ombudsman for Corrections	0	1	0	0	1
Optometry Examiners, Board of	0	0	0	0	0
Osawatimie State Hospital	11	6	1	62	80
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital and Training Center	12	6	3	28	49
Pharmacy, Board of	0	0	0	0	0
Pittsburg State University	3	1	0	12	16
Pooled Money Investment Board	1	0	0	0	1
Racing and Gaming Commission, Kansas	0	1	0	2	3
Rainbow Mental Health Facility	2	4	1	31	38
Real Estate Appraisal Board	0	0	0	0	0
Real Estate Commission	0	0	0	0	0
Regents, Board of	0	0	0	0	0
Revenue, Department of	20	6	2	45	73
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	0	0	0	1	1
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A
Social and Rehabilitation Services, Department of	67	79	9	216	371
State Conservation Commission	0	0	0	0	0
Tax Appeals, Board of	0	2	0	1	3
Technical Professions, Board of	0	0	0	0	0
Technology Enterprise Corporation, Kansas	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	4	1	0	17	22
Topeka Juvenile Correctional Facility	3	16	1	21	41
Transportation, Department of	69	19	10	186	284
Treasurer, State	0	0	0	0	0
University of Kansas	21	59	8	164	252
Veterans' Affairs, Commission on	3	16	1	112	132
Water Office, Kansas	1	0	0	0	1
Wichita State University	17	5	1	67	90
Wildlife and Parks, Department of	9	0	1	14	24
Winfield Correctional Facility	3	4	0	19	26
<b>TOTAL</b>	<b>484</b>	<b>446</b>	<b>72</b>	<b>2085</b>	<b>3087</b>
<b>Percent of Total</b>	<b>15.7</b>	<b>14.4</b>	<b>2.3</b>	<b>67.5</b>	<b>100.00</b>

**Source:** SHARP (June 2003); Excludes unclassified, temporary, and student employees. "N/A" indicates the agency does not have classified employees.

**Turnover: Job Classes Above the FY 2003 State Average (12.69%)**

Job Class	Average Number of Employees FY 2003	Turnover Rate (%)			
		FY 2000	FY 2001	FY 2002	FY 2003
Activity Therapy Technician	23	11.94	21.88	31.58	21.74%
Administrative Assistant	1246	16.10	17.38	15.87	16.62%
Agricultural Assistant	16	9.52	100.00	30.77	45.16%
Agricultural Technician	21	14.29	0.00	19.51	19.51%
Animal Science Technician I	38	10.39	16.67	9.52	21.33%
Automotive Driver	17	23.26	27.78	33.33	29.41%
Capitol Area Guard I	19	25.00	28.57	21.62	16.22%
Carpenter	18	7.69	13.64	5.41	16.67%
Chemist II	17	24.39	20.51	17.65	18.18%
Communications Specialist I	35	51.06	40.96	39.18	28.99%
Communications Specialist II	43	43.59	24.24	15.38	14.12%
Cook	102	28.72	23.71	22.64	12.81%
Cook Senior	33	0.00	16.22	0.00	15.15%
Corrections Counselor I	75	9.52	12.82	10.32	16.11%
Corrections Officer I (A)	610	39.93	45.50	44.29	45.57%
Corrections Officer I (B)	428	12.68	11.51	11.36	13.10%
Custodial Specialist	488	44.19	29.91	26.72	22.75%
Custodial Worker	207	21.70	22.62	26.37	25.67%
Education Program Consultant	57	8.08	6.29	5.77	15.93%
Educational/Informational Representative II	16	12.12	29.41	18.18	12.90%
Electronics Technician Senior	39	11.94	5.56	2.56	12.82%
Engineering Associate I	20	9.52	26.32	20.51	15.00%
Engineering Associate II	47	12.35	2.33	8.25	17.02%
Engineering Technician Associate	62	40.00	22.22	30.30	17.89%
Equipment Operator Trainee	93	3.67	11.67	35.15	34.59%
Extension Nutritional Assistant I	20	14.81	24.00	8.89	30.77%
Financial Examiner	19	31.58	42.86	11.11	27.03%
Food Service Supervisor	33	14.29	8.70	5.71	15.15%
Food Service Worker	87	52.17	56.98	46.15	39.31%
Food, Drug And Lodging Surveyor I	18	18.75	5.56	36.84	22.86%
General Maintenance and Repair Technician	104	23.48	17.95	25.93	20.29%
General Maintenance and Repair Technician Senior	216	9.24	14.19	8.02	12.99%
Health Care Assistant	120	27.69	34.41	84.62	69.46%
Health Facility Surveyor I	67	29.49	11.51	22.22	24.06%
Health Or Environmental Program Analyst	25	7.14	10.53	4.26	16.33%
Human Resource Professional II	63	10.71	12.07	4.72	14.40%
Information Resource Specialist II	54	5.56	4.82	8.25	12.96%
Installation/Service Technician I	15	0.00	6.06	6.06	13.33%
Juvenile Corrections Officer I	227	22.75	22.03	28.86	23.84%
Library Assistant I	49	19.70	13.68	18.87	20.62%
Library Assistant II	100	11.46	7.98	10.89	13.00%
Licensed Practical Nurse	36	21.05	49.35	29.73	36.62%
Licensed Practical Nurse Senior	60	4.30	33.01	26.79	25.00%
Management Systems Analyst III	17	9.76	5.26	5.88	17.65%
Mental Health Aide	217	21.76	27.17	13.92	22.17%
Mental Health Trainee	38	84.21	65.88	78.95	90.67%
Mental Retardation Technician I	403	11.27	14.55	13.69	14.91%
Mental Retardation Technician II	78	8.74	5.62	4.76	17.95%
Mental Retardation Trainee	22	49.35	75.00	88.89	41.86%
Microbiologist II	22	4.26	15.38	4.55	18.18%



**Turnover: Job Classes Above the FY 2003 State Average (12.69%)**

Job Class	Average Number of Employees FY 2003	Turnover Rate (%)			
		FY 2000	FY 2001	FY 2002	FY 2003
Office Assistant	346	18.18	14.90	16.01	23.70%
Painter	46	12.33	18.32	16.22	17.58%
Parole Officer I	78	11.76	20.61	7.45	14.19%
Plumber	21	16.67	25.53	12.50	14.63%
Power Plant Operator Senior	62	13.16	16.30	12.31	20.97%
Printer Senior	19	7.06	7.50	9.52	16.22%
Program Consultant I	180	6.74	5.33	7.81	13.37%
Program Support Worker	269	7.50	7.80	12.24	13.38%
Psychologist II	29	15.15	8.70	11.43	34.48%
Public Service Executive IV	28	7.69	11.54	7.55	14.55%
Registered Nurse II	26	12.90	19.05	9.68	31.37%
Registered Nurse III	184	14.43	18.04	16.62	21.74%
Rehabilitation Specialist I	21	0.00	0.00	4.26	28.57%
Research Analyst III	30	15.38	3.57	6.78	16.95%
Safety And Health Inspector II	15	0.00	19.05	13.33	26.67%
Safety And Security Officer I	96	24.30	20.44	23.58	26.18%
Senior Administrative Asst	1394	15.18	15.21	13.92	14.78%
Staff Development Special I	58	8.47	6.35	4.65	13.91%
Staff Development Special II	15	0.00	18.18	0.00	13.33%
University Police Officer	64	19.12	11.85	12.40	14.06%
Utility Worker	40	30.67	28.57	35.51	30.38%
VIN Inspector Lead	19	18.18	17.39	23.81	15.79%

**Comments:** Excludes job classes with less than an average of 15 employees and job classes with a turnover rate below the state average (12.69%). The average turnover rate in FY2000 was 13.01%, FY2001 it was 13.47%, and 12.50% for 2002.

**Source:** SHARP (June 2003); excludes unclassified, temporary and student employees.

## Classified Employees Turnover by Agency

Agency Name	Average Number of Employees	Turnover Rate (%)			
	FY 2003	FY 2000	FY 2001	FY 2002	FY 2003
Accountancy, Board of	2.0	100.00	0.00	50.00	0.00
Adjutant General	51.5	6.19	9.90	0.00	11.65
Administration, Department of	703.0	12.11	9.23	10.20	14.79
Aging, Department on	140.0	7.78	9.76	10.17	20.00
Agriculture, Department of	261.5	13.63	9.47	4.97	8.03
Animal Health Department	26.5	3.85	7.69	7.41	7.55
Atchison Juvenile Correctional Facility	103.0	12.56	15.50	15.67	16.51
Attorney General	1.0	0.00	66.67	0.00	0.00
Banking Department	71.0	13.74	15.04	7.30	14.09
Barbering, Board of	1.0	0.00	0.00	0.00	0.00
Behavioral Sciences Reg Board	5.0	57.14	54.55	0.00	0.00
Beloit Juvenile Correctional Facility	85.0	14.58	19.10	19.25	21.18
Blind, School for the	28.5	9.09	9.52	3.39	10.53
Citizens Utility Ratepayer Bd	1.5	0.00	0.00	0.00	0.00
Commerce and Housing, Department of	107.0	21.74	18.88	15.25	13.08
Corporation Commission	131.0	8.66	8.59	7.72	5.34
Corrections, Department of	289.0	8.45	13.47	8.11	10.73
Cosmetology, Board of	10.0	10.00	31.58	0.00	20.00
Credit Unions, Department of	11.5	18.18	9.09	9.09	0.00
Deaf, School for the	48.5	14.43	23.40	14.29	18.56
Dental Board	1.0	100.00	0.00	100.00	0.00
Education, Department of	167.0	8.31	7.72	7.52	12.58
El Dorado Correctional Facility	443.0	21.27	20.68	24.61	21.22
Ellsworth Correctional Facility	222.0	11.83	18.38	12.87	17.57
Emergency Medical Services	11.5	9.09	19.05	8.70	17.39
Emporia State University	300.0	12.44	10.08	8.14	8.67
Fair, Kansas State	20.0	22.86	10.00	20.00	30.00
Fire Marshal, State	43.5	10.39	7.32	2.33	4.60
Fort Hays State University	301.0	10.20	8.43	8.70	6.98
Governmental Ethics Commission	N/A	N/A	N/A	N/A	N/A
Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Healing Arts, State Board of	22.0	13.64	14.29	0.00	18.18
Health & Environment, Department of	847.5	11.92	9.58	10.73	11.68
Health Care Stabilization Fund Board of Governors	8.0	28.57	0.00	0.00	0.00
Highway Patrol	801.5	13.67	12.40	11.53	7.36
Historical Society, State	115.0	15.08	20.08	9.72	13.04
Housing Resources Corporation	19.0	N/R	N/R	N/R	0.00
Human Resources, Department of	787.0	10.18	11.23	8.32	7.37
Human Rights Commission, Kansas	28.5	10.17	42.11	21.43	0.00
Hutchinson Correctional Facility	508.5	14.72	15.51	16.02	18.29
Indigents Defense Services, Board of	62.5	12.70	16.92	17.19	9.60
Insurance Department	34.5	2.15	4.82	5.48	8.70
Investigation, Kansas Bureau of	158.0	6.32	9.83	5.93	6.33
Judicial Council	N/A	N/A	N/A	N/A	N/A
Judiciary	N/A	N/A	N/A	N/A	N/A
Juvenile Justice Authority	26.0	4.65	12.50	19.61	15.39
Kansas Arts Commission	6.5	0.00	0.00	30.77	0.00
Kansas, Inc.	N/A	N/A	N/A	N/A	N/A
Kansas Public Employees Retirement System	67.0	6.78	6.61	7.52	14.93
Kansas State University	1,700.5	12.39	12.99	10.41	11.11
KU Medical Center	524.5	17.87	21.48	16.17	20.97

## Classified Employees Turnover by Agency

Agency Name	Average Number of Employees	Turnover Rate (%)			
	FY 2003	FY 2000	FY 2001	FY 2002	FY 2003
Lansing Correctional Facility	657.5	19.52	23.66	24.24	28.14
Larned Correctional Mental Health Facility	178.5	17.87	19.39	15.34	16.81
Larned Juvenile Correctional Facility	122.0	19.01	19.33	17.72	11.48
Larned State Hospital	625.5	13.75	17.17	11.82	16.63
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A
Legislative Research	N/A	N/A	N/A	N/A	N/A
Legislature	N/A	N/A	N/A	N/A	N/A
Library, State	24.0	21.28	4.26	4.17	8.33
Lieutenant Governor, Office of	N/A	N/A	N/A	N/A	N/A
Lottery, Kansas	39.5	17.78	2.35	22.50	2.53
Mortuary Arts, Board of	2.0	0.00	0.00	50.00	0.00
Neurological Institute, Kansas	568.0	11.59	16.34	17.13	13.73
Norton Correctional Facility	245.0	10.94	10.18	9.16	7.35
Nursing, Board of	18.5	27.59	14.29	24.24	21.62
Ombudsman for Corrections	0.5	0.00	0.00	0.00	200.00
Optometry Board of Examiners	1.0	0.00	200.00	0.00	0.00
Osawatimie State Hospital	393.5	24.51	25.80	21.76	20.33
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital and Training Center	450.5	9.85	10.94	8.98	10.88
Pharmacy, Board of	4.0	20.00	40.00	75.00	0.00
Pittsburg State University	301.0	8.99	8.97	8.91	5.32
Pooled Money Investment Board	4.5	N/R	N/R	N/R	22.22
Racing and Gaming Commission, Kansas	39.5	12.66	20.25	10.13	7.60
Rainbow Mental Health Facility	112.5	25.37	26.67	17.62	33.78
Real Estate Appraisal Board	1.0	66.67	0.00	0.00	0.00
Real Estate Commission	10.5	10.00	0.00	28.57	0.00
Regents, Board of	17.0	9.52	0.00	0.00	0.00
Revenue, Department of	1,055.5	9.17	9.89	7.97	6.92
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A
Securities Commissioner of Kansas	16.0	14.29	15.79	12.12	6.25
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Department of	3,500.5	10.20	9.85	9.10	10.60
State Conservation Commission	6.0	0.00	16.67	33.33	0.00
Tax Appeals, Board of	15.5	24.39	0.00	11.11	19.36
Technical Professions, Board of	3.0	0.00	0.00	0.00	0.00
Technology Enterprise Corporation	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	215.5	21.40	34.07	16.47	10.21
Topeka Juvenile Correctional Facility	209.0	15.74	13.18	24.39	19.62
Transportation, Kansas Department of	3,102.0	10.18	9.27	9.36	9.16
Treasurer, State	13.0	23.26	20.00	0.00	0.00
University of Kansas	1,492.5	21.07	21.34	20.34	16.88
Veterans' Affairs, Commission on	314.5	23.24	29.16	55.68	41.97
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	19.0	0.00	9.52	19.51	5.26
Wichita State University	663.5	14.62	12.30	11.90	13.56
Wildlife and Parks, Department of	393.0	5.18	6.18	4.09	6.11
Winfield Correctional Facility	197.5	16.58	16.00	14.65	13.17
<b>Statewide</b>	<b>24,335.0</b>	<b>13.01</b>	<b>13.47</b>	<b>12.50</b>	<b>12.69</b>

**Source:** SHARP (June 2000-2003); excludes, unclassified, temporary and student employees.

## Agency Turnover FY 2003

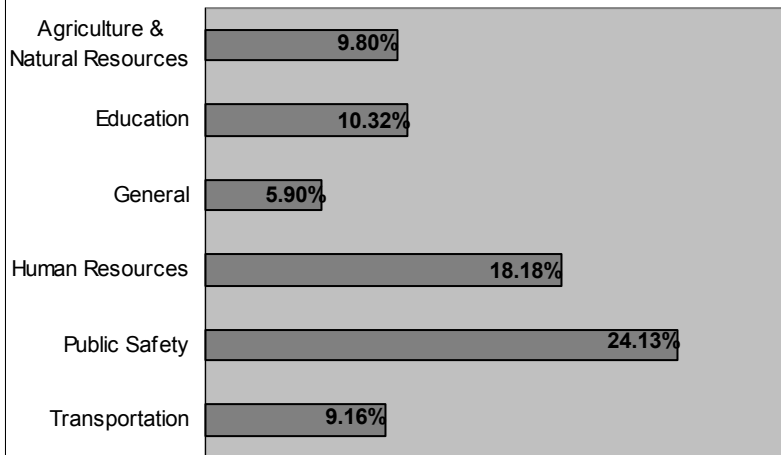
### Agencies with less than 10% Turnover

Excludes agencies with less than an average of 100 employees for FY 2003. Numbers in parenthesis represent the average number of employees in FY 2003

Pittsburg State University (301.0)	5.32%
Corporation Commission (131)	5.34%
Wildlife and Parks, Department of (393.0)	6.11%
Investigation, Kansas Bureau of (158.0)	6.33%
Revenue, Department of (1,055.5)	6.92%
Fort Hays State University (301.0)	6.98%
Norton Correctional Facility (245.0)	7.35%
*Highway Patrol (801.5)	7.36%
Human Resources, Department of (787.0)	7.37%
Agriculture, Department of (261.5)	8.03%
Emporia State University (300.0)	8.67%
Transportation, Department of (3,102.0)	9.16%

\*New to the list this fiscal year, all other agencies had less than 10% turnover in FY 2002.

### Turnover by Function of Government



**Source:** SHARP (FY 2003); Excludes unclassified, temporary, and student employees.

## Job Class Turnover FY 2003

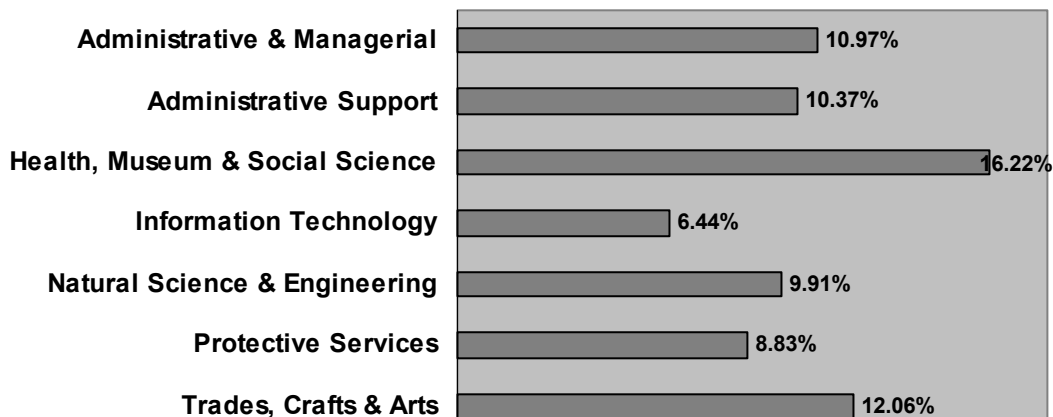
### Job Classes with 0% Turnover in 2003

Excludes job classes with less than an average of 15 employees in 2003

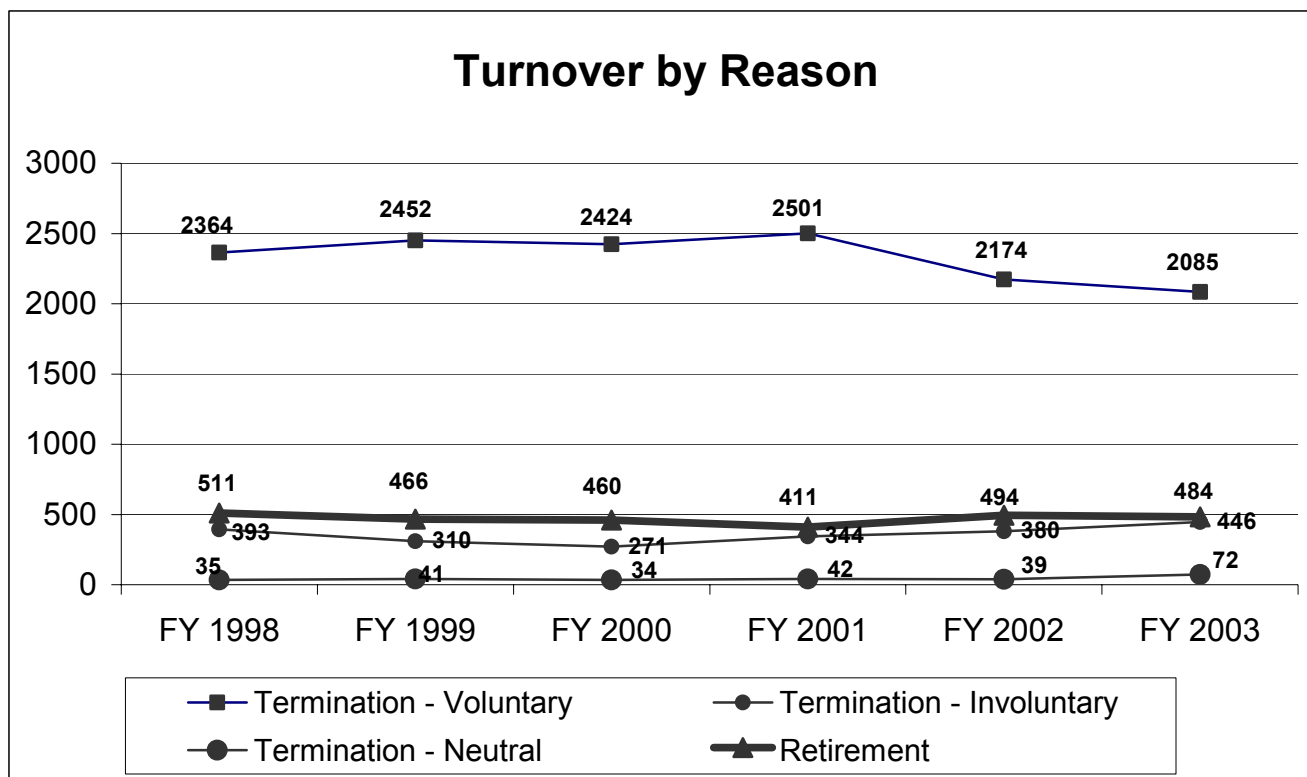
Number in parenthesis represents the average number of employees in 2003

Agricultural Inspector III (16)  
 Attorney III (15)  
 Computer Operator II (17)  
 Conservation Officer Park Ranger (25)  
 Correctional Industries Manager Senior (15)  
 Corrections Manager I (24)  
 Corrections Manager III (17)  
 Custodial Manager (19)  
 Driver License Examiner (18)  
 Environmental Geologist II (35)  
 Environmental Geologist III (22)  
 Environmental Technician IV (24)  
 Equipment Planning Technician II (24)  
 Fisheries Biologist Specialist I (25)  
 Highway Patrol Lieutenant (33)  
 Installation/Service Technician III (21)  
 Laboratory Technician III (16)  
 Licensed Mental Health Technician II (17)  
 Petroleum Industrial Regulatory Technician II (25)  
 Procurement Officer I (33)  
 Qualified Mental Retardation Professional (23)  
 Research Analyst I (17)  
 Systems Software Programmer/Analyst III (21)  
 Systems Software Programmer/Analyst IV (20)  
 Veterans Service Representative I (23)  
 Veterinary Technician II (17)

### Turnover by Recruitment Category



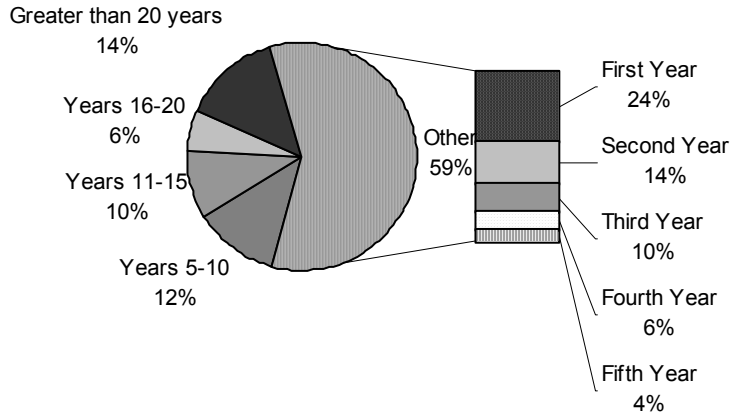
**Source:** SHARP (FY 2003); Excludes unclassified, temporary, and student employees.



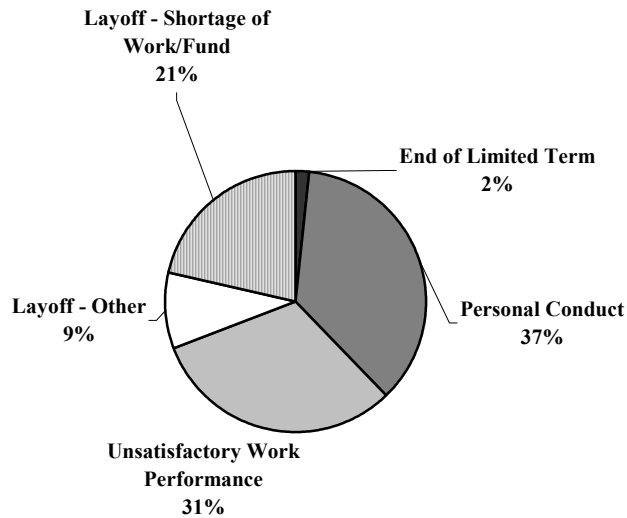
**Comments:** The number of involuntary terminations during FY 1998 and FY 2002 are largely due to the closure of Topeka State Hospital (1997-1998) and Winfield State Hospital (1998), the Grain Inspection Department (1998), and Wheat Commission (2001) and more widespread layoffs in 2002 and 2003.

**Source:** SHARP (June 2002); Excludes unclassified, temporary and student employees.

**STATE OF KANSAS**  
**Terminations by Length of Service: Percent Breakdown by Length of Service**  
**FY 2003**

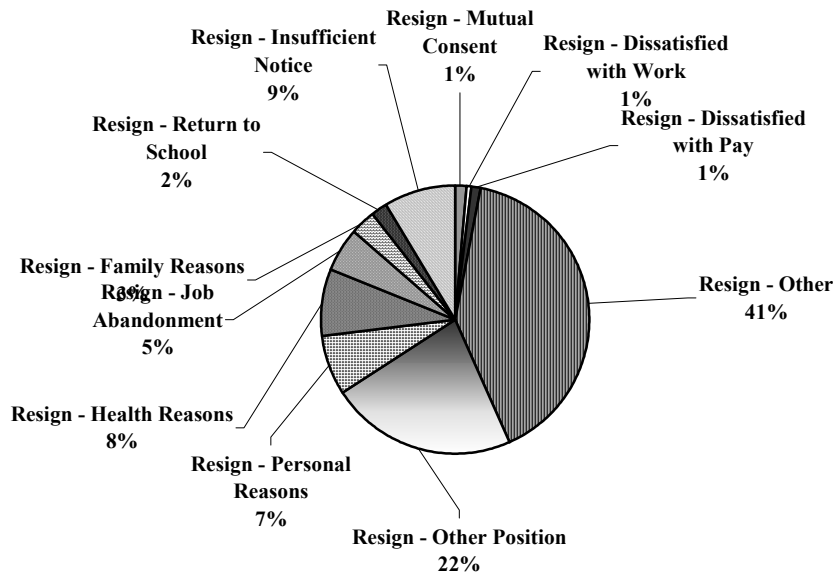


**STATE OF KANSAS**  
**Classified Employee Turnover Due to Leaving State Service**  
**Involuntary Terminations: Percent Breakdown by type of Termination**  
**FY 2003**



**Source:** SHARP (June 2002); Excludes unclassified, temporary and student employees.

**STATE OF KANSAS**  
**FY 2003 Classified Employee Turnover Due to Leaving State Service**  
**Voluntary Terminations: Percent Breakdown by type of Termination**



**Source:** SHARP (June 2002); Excludes unclassified, temporary and student employees.



## **Retirement Analysis**

### **Criteria use for the retirement charts:**

- All data includes classified regular, unclassified regular, and unclassified temporary employees.
- All retirement data includes early retirements.
- Retirement buy back options were not considered in retirement calculations.
- The data for this section was generated from SHARP as of July 1, 2003
- All retirement calculations are based on the service date and birthdate as reported in SHARP. This does not account for employees who may have other KPERS eligible service.
- Employees not contributing to the Kansas Public Employees Retirement System (KPERS) are not included in this data, with the exception of counts of state employees, which includes all employees except temporary and student employees.

### **Retirement Eligibility Criteria**

- Employees age 65 or over;
- Employees age 62 or over, with 10 years of qualifying state employment
- Employees qualifying under the “85 point” plan; OR
- Employees age 55 or over with 10 years of service (not qualifying under any of the previous three criteria) taking *early* retirement with reduced benefits.

### **State of Kansas Retirement Averages**

- 61 years is the average age a male retires from state service
- 62 years is the average age a female retires from state service
- The average employee retires with 24 years of state service
- On the average, employees retire 27 months after becoming retirement eligible.

**Actual and Eligible Retirements by Agency**  
Fiscal Year 2003

Agency Name	Number of Employees at the end of FY 2003	Actual Retirements: July 1996 to June 2003	Retirement Eligibles by June 30, 2008			Percent Eligible
			Early	Full	Total	
Accountancy, Board of	3	0	1	0	1	33%
Adjutant General	197	17	39	31	70	36%
Administration, Department of	746	130	71	172	243	33%
Aging, Department on	120	21	30	46	76	63%
Agriculture, Department of	277	55	22	71	93	34%
Animal Health Department	30	3	3	8	11	37%
Atchison Juvenile Correctional Facility	109	14	8	17	25	23%
Attorney General	78	2	8	9	17	22%
Banking Department	78	6	3	0	3	4%
Barbering, Board of	2	0	0	2	2	100%
Behavioral Sciences Regulatory Board	8	0	1	1	2	25%
Beloit Juvenile Correctional Facility	82	8	8	12	20	24%
Blind, School for the	86	9	13	15	28	33%
Citizens Utility Ratepayer Board	5	0	1	1	2	40%
Commerce and Housing, Dept of	138	12	11	13	24	17%
Corporation Commission, Kansas	199	27	21	44	65	33%
Corrections, Department of	292	20	30	51	81	28%
Cosmetology, Board of	11	2	2	3	5	45%
Credit Unions, Department of	13	3	2	5	7	54%
Deaf, School for the	152	18	14	36	50	33%
Dental Board	3	3	0	0	0	0%
Education, Department of	191	32	26	45	71	37%
El Dorado Correctional Facility	442	15	7	8	15	3%
Ellsworth Correctional Facility	213	8	7	12	19	9%
Emergency Medical Services Board	13	3	4	2	6	46%
Emporia State University	N/R	N/R	N/R	N/R	N/R	N/A
Fair, Kansas State	21	2	1	5	6	29%
Fire Marshal, State	45	4	8	10	18	40%
Fort Hays State University	N/R	N/R	N/R	N/R	N/R	N/A
Governmental Ethics Commission	9	0	0	4	4	44%
Governor, Office of the	24	1	4	2	6	25%
Healing Arts, Board of	28	3	3	7	10	36%
Health and Environment, Dept of	890	114	90	156	246	28%
Health Care Stabilization Fund Bd of Governors	15	2	2	3	5	33%
Highway Patrol	775	115	37	61	98	13%
Historical Society, State	108	15	11	27	38	35%
Human Resources, Department of	835	150	88	278	366	44%
Human Rights Commission, Kansas	33	6	6	8	14	42%
Hutchinson Correctional Facility	498	49	16	13	29	6%
Indigents Defense Services, Board of	154	4	7	9	16	10%
Insurance Department	127	12	19	34	53	42%
Investigation, Kansas Bureau of	175	27	11	24	35	20%
Judicial Council	5	0	0	1	1	20%
Judiciary	1827	180	178	372	550	30%
Juvenile Justice Authority	34	1	3	6	9	26%
Kansas Arts Commission	8	2	2	1	3	38%
Kansas Inc	4	0	2	0	2	50%
Kansas Public Employees Retirement System	80	14	9	22	31	39%
Kansas State University	N/A	N/A	N/A	N/A	N/A	N/A
KU Medical Center	N/A	N/A	N/A	N/A	N/A	N/A

**Actual and Eligible Retirements by Agency**  
Fiscal Year 2003

Agency Name	Number of Employees at the end of FY 2003	Actual Retirements: July 1996 to June 2003	Retirement Eligibles by June 30, 2008			
			Early	Full	Total	Percent Eligible
Lansing Correctional Facility	655	74	7	15	22	3%
Larned Correctional Mental Health Facility	167	8	2	6	8	5%
Larned Juvenile Correctional Facility	122	5	12	12	24	20%
Larned State Hospital	665	127	70	176	246	37%
Legislative Coordinating Council	11	4	3	3	6	55%
Legislative Division of Post Audit	18	2	2	4	6	33%
Legislative Research Department	37	5	3	10	13	35%
Legislature	32	19	3	11	14	44%
Library, State	28	2	6	5	11	39%
Lieutenant Governor, Office of the	2	0	0	0	0	0%
Lottery, Kansas	76	9	11	11	22	29%
Mortuary Arts, Board of	3	0	1	1	2	67%
Neurological Institute, Kansas	561	60	44	88	132	24%
Norton Correctional Facility	250	21	3	5	8	3%
Nursing, Board of	22	2	3	3	6	27%
Ombudsman for Corrections	4	0	0	0	0	0%
Optometry Examiners, Board of	1	0	0	1	1	100%
Osawatimie State Hospital	396	90	34	100	134	34%
Parole Board, Kansas	3	0	0	3	3	100%
Parsons State Hospital and Training Center	451	60	40	91	131	29%
Pharmacy, Board of	6	1	0	1	1	17%
Pittsburg State University	N/R	4	N/R	N/R	N/R	N/A
Racing and Gaming Commission, Kansas	57	0	6	10	16	28%
Rainbow Mental Health Facility	114	15	16	25	41	36%
Real Estate Appraisal Board, Kansas	2	0	1	0	1	50%
Real Estate Commission, Kansas	11	2	2	1	3	27%
Regents, Board of	44	2	6	9	15	34%
Revenue, Department of	1057	163	115	195	310	29%
Revisor of Statutes	24	5	2	11	13	54%
Secretary of State	46	7	3	6	9	20%
Securities Commissioner, Office of the	27	4	6	4	10	37%
Sentencing Commission, Kansas	10	0	0	0	0	0%
Social & Rehabilitation Services, Dept of	3443	443	417	854	1271	37%
State Conservation Commission	12	1	1	2	3	25%
Tax Appeals, Board of	24	5	3	3	6	25%
Technical Professions, Board of	5	0	2	2	4	80%
Technology Enterprise Corporation, Kansas	27	0	4	3	7	26%
Topeka Correctional Facility	215	39	2	9	11	5%
Topeka Juvenile Correctional Facility	206	27	17	37	54	26%
Transportation, Department of	3114	481	270	589	859	28%
Treasurer, State	46	4	7	4	11	24%
University of Kansas	N/R	N/R	N/R	N/R	N/R	N/A
Veterans Affairs, Commission on	325	29	25	53	78	24%
Veterinary Examiners, Board of	3	0	0	0	0	0%
Water Office, Kansas	19	6	2	2	4	21%
Wichita State University	N/R	N/R	N/A	N/R	N/R	N/A
Wildlife and Parks, Department of	401	43	40	98	138	34%
Winfield Correctional Facility	193	12	10	4	14	7%
<b>Total</b>	<b>22,118</b>	<b>2,890</b>	<b>2,030</b>	<b>4,114</b>	<b>6,144</b>	<b>28%</b>

**Source:** SHARP (July 1996 through June 2003). Excludes temporary and student employees. "N/R" indicates the information was not reported for Regents institutions. Number of employees includes employees not participating in KPER's.

### **Agencies with Retirement Eligible Employees Consisting of 35% or More of their Workforce**

-Excludes agencies with less than 100 employees for FY 2003

Adjutant General	36%
Aging, Department on	63%
Education, Department of	37%
Historical Society, State	35%
Human Resources, Department of	44%
Insurance Department	42%
Larned State Hospital	37%
Rainbow Mental Health Facility	36%
Social & Rehabilitation Services, Department of	37%

**In 42% of all agencies, more than 1/3 of their workforce is retirement eligible**

### **Agencies with Retirement Eligible Employees Consisting of less than 15% of their Workforce**

-Excludes agencies with less than 100 employees for FY2003

El Dorado Correctional Facility	3%
Ellsworth Correctional Facility	9%
Highway Patrol	13%
Indigents Defense Services, Board of	10%
Lansing Correctional Facility	3%
Larned Correctional Mental Health Facility	5%
Norton Correctional Facility	3%
Winfield Correctional Facility	7%

**Source:** SHARP (July 1996 through June 2003). Excludes temporary and student employees.

## Direct and Indirect Compensation Analysis

### Sick Leave

**Agencies (with over 100 employees) showing a slight decline in average sick leave use:**

Kansas Bureau of Investigation  
Larned Juvenile Correctional Facility  
Larned State Hospital  
Norton Correctional Facility  
Department of Wildlife and Parks

All other agencies showed a slight to moderate increase in sick leave use.

### Vacation Leave

**Agencies (with over 100 employees) showing noticeable declines in average vacation leave use:**

Larned State Hospital  
Norton Correctional Facility  
Topeka Juvenile Correctional Facility

All other agencies showed a slight to moderate increase in vacation leave use.

## State Compensation Comparison

Kansas ranked 17<sup>th</sup> out of 25 states within the Central States for average classified employee salary:

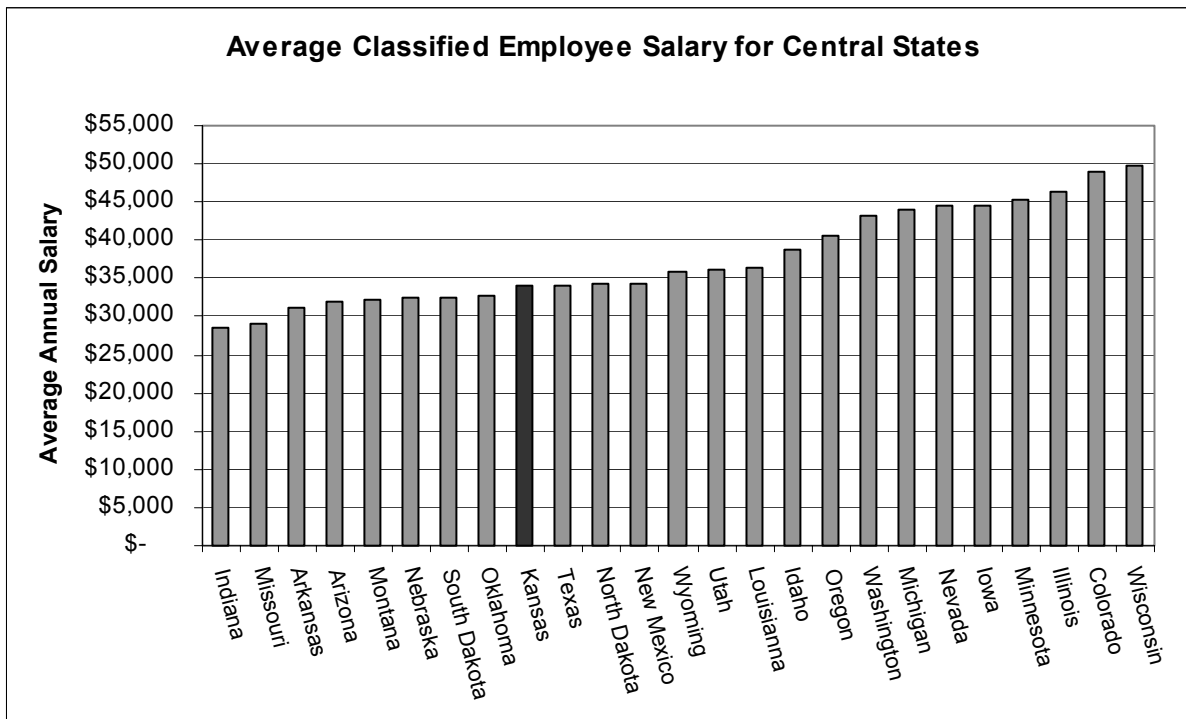
### **Kansas**

<b>Fiscal Year</b>	<b>General Increase</b>
1998	1.0%
1999	1.5%
2000	1.0%
2001	0.0%
2002	3.0%
2003	1.5%

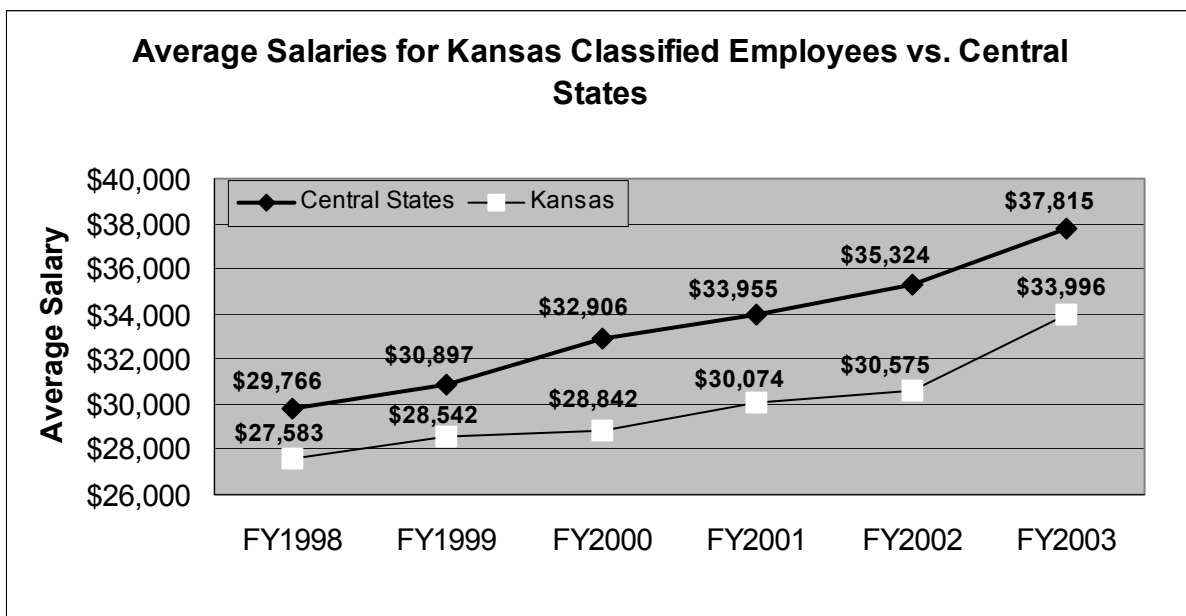
### **Central States (excluding Kansas)**

<b>Fiscal Year</b>	<b>General Increase</b>
1998	2.8%
1999	2.9%
2000	2.7%
2001	2.7%
2002	2.0%
2003	1.25%





Source: 2003 Central States Compensation Association



Source: Prior annual reports; 2002 Central States Compensation Association. Excludes unclassified, temporary and student employees

**Classified Vacation Leave Use by Agency  
FY 2003**

Agency Name	Number of Classified Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	2	171.50	\$1,987.15	85.75	\$993.58
Adjutant General	50	6,758.00	\$108,376.98	135.16	\$2,167.54
Administration, Department of	719	101,697.50	\$1,746,731.15	141.44	\$2,429.39
Aging, Department on	111	15,917.00	\$279,882.62	143.40	\$2,521.47
Agriculture, Department of	264	35,354.00	\$637,730.38	133.92	\$2,415.65
Animal Health Department	27	3,383.00	\$53,325.16	125.30	\$1,975.01
Atchison Juvenile Correctional Facility	108	12,757.00	\$182,382.83	118.12	\$1,688.73
Attorney General	1	119.00	\$2,155.09	119.00	\$2,155.09
Banking Department	72	8,485.50	\$178,760.19	117.85	\$2,482.78
Barbering, Board of	1	24.00	\$324.72	24.00	\$324.72
Behavioral Sciences Reg Board	5	519.50	\$7,059.57	103.90	\$1,411.91
Beloit Juvenile Correctional Facility	81	10,804.25	\$155,858.31	133.39	\$1,924.18
Blind, School for the	28	3,463.75	\$48,075.14	123.71	\$1,716.97
Citizens Utility Ratepayer Bd	2	204.75	\$3,022.85	102.38	\$1,511.43
Commerce and Housing, Deptment of	131	14,540.75	\$271,814.46	111.00	\$2,074.92
Corporation Commission	131	17,560.75	\$305,481.75	134.05	\$2,331.92
Corrections, Department of	281	38,644.75	\$671,107.54	137.53	\$2,388.28
Cosmetology, Board of	10	1,151.00	\$13,812.19	115.10	\$1,381.22
Credit Unions, Department of	12	1,572.50	\$33,470.05	131.04	\$2,789.17
Deaf, School for the	48	5,673.00	\$66,391.93	118.19	\$1,383.17
Dental Board	1	97.25	\$944.50	97.25	\$944.50
Education, Department of	167	20,355.25	\$360,701.72	121.89	\$2,159.89
El Dorado Correctional Fclty	440	46,135.50	\$669,023.90	104.85	\$1,520.51
Ellsworth Correctional Facility	212	23,523.75	\$356,299.62	110.96	\$1,680.66
Emergency Medical Services	12	1,307.00	\$20,979.03	108.92	\$1,748.25
Emporia State University	N/R	N/R	N/R	N/R	N/R
Fair, Kansas State	20	1,915.00	\$27,419.92	95.75	\$1,371.00
Fire Marshal	43	5,673.00	\$104,302.77	131.93	\$2,425.65
Fort Hays State University	N/R	N/R	N/R	N/R	N/R
Governmental Ethics Commission	N/A	N/A	N/A	N/A	N/A
Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Healing Arts, Board of	22	2,779.50	\$38,212.93	126.34	\$1,736.95
Health and Environment, Kansas Department of	877	114,765.00	\$2,150,730.11	130.86	\$2,452.37
Health Care Stabilization Fund B	8	983.00	\$12,383.98	122.88	\$1,548.00
Highway Patrol	771	100,963.50	\$1,786,134.80	130.95	\$2,316.65
Historical Society, State	107	16,775.00	\$259,115.35	156.78	\$2,421.64
Human Resources, Department of	792	106,159.50	\$1,891,121.42	134.04	\$2,387.78
Human Rights Commission, Kansas	29	3,700.50	\$57,414.42	127.60	\$1,979.81
Hutchinson Correctional Facility	497	61,726.50	\$937,575.59	124.20	\$1,886.47
Indigents Defense Services, Board of	61	7,830.75	\$101,655.61	128.37	\$1,666.49
Insurance Department	33	4,628.00	\$57,755.98	140.24	\$1,750.18
Investigation, Kansas Bureau of	168	22,144.50	\$427,975.10	131.81	\$2,547.47
Judicial Council	N/A	N/A	N/A	N/A	N/A
Judiciary	N/A	N/A	N/A	N/A	N/A
Juvenile Justice Authority	26	3,488.00	\$65,349.88	134.15	\$2,513.46
Kansas Arts Commission	7	866.25	\$15,659.86	123.75	\$2,237.12
Kansas Inc.	N/A	N/A	N/A	N/A	N/A
Kansas Public Employees Retirement System	68	9,511.50	\$153,410.34	139.88	\$2,256.03
Kansas State University	N/R	N/R	N/R	N/R	N/R
KU Medical Center	N/R	N/R	N/R	N/R	N/R
Lansing Correctional Facility	654	78,422.00	\$1,196,110.54	119.91	\$1,828.92
Larned Correctional Mental Health Facility	167	20,781.50	\$308,358.64	124.44	\$1,846.46
Larned Juvenile Correctional Facility	121	13,838.50	\$194,804.44	114.37	\$1,609.95
Larned State Hospital	645	77,277.00	\$1,041,163.76	119.81	\$1,614.21
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A



**Classified Vacation Leave Use by Agency  
FY 2003**

Agency Name	Number of Classified Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A
Legislative Research Dept	N/A	N/A	N/A	N/A	N/A
Legislature	N/A	N/A	N/A	N/A	N/A
Library, State	24	2,659.75	\$41,474.99	110.82	\$1,728.12
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Lottery, Kansas	40	4,919.25	\$82,371.56	122.98	\$2,059.29
Mortuary Arts, Board of	2	269.25	\$3,937.30	134.63	\$1,968.65
Neurological Institute	557	72,716.00	\$969,118.29	130.55	\$1,739.89
Norton Correctional Facility	250	30,292.50	\$449,255.19	121.17	\$1,797.02
Nursing, Board of	20	2,054.00	\$32,009.95	102.70	\$1,600.50
Ombudsman for Correction	1	75.00	\$990.75	75.00	\$990.75
Optometry, Board of Examiners	1	29.00	\$525.20	29.00	\$525.20
Osawatimie State Hospital	380	49,631.75	\$684,649.71	130.61	\$1,801.71
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital and Training Center	444	65,287.00	\$883,015.69	147.04	\$1,988.77
Pharmacy, Board of	5	359.25	\$5,751.27	71.85	\$1,150.25
Pittsburg State University	N/R	N/R	N/R	N/R	N/R
Racing and Gaming Commission, Kansas	40	4,512.75	\$69,837.15	112.82	\$1,745.93
Rainbow Mental Health Facility	109	13,814.50	\$206,914.14	126.74	\$1,898.29
Real Estate Appraisal Board	1	216.00	\$4,317.84	216.00	\$4,317.84
Real Estate Commission	10	1,238.25	\$17,653.41	123.83	\$1,765.34
Regents, Board of	17	2,217.50	\$38,539.51	130.44	\$2,267.03
Revenue, Department of	1030	147,497.00	\$2,352,728.48	143.20	\$2,284.20
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A
Securities Commissioner of Kansas	18	2,429.75	\$47,861.55	134.99	\$2,658.98
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	3405	484,451.00	\$7,677,399.62	142.28	\$2,254.74
State Conservation Commission	6	924.25	\$14,716.05	154.04	\$2,452.68
Tax Appeals, Board of	14	2,164.50	\$27,205.56	154.61	\$1,943.25
Technical Professions, Board of	3	325.75	\$4,080.04	108.58	\$1,360.01
Technology Enterprise Corporation	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	215	26,527.75	\$415,071.36	123.38	\$1,930.56
Topeka Juvenile Correctional Facility	205	23,646.75	\$336,087.74	115.35	\$1,639.45
Transportation, Kansas Department of	3103	407,502.25	\$6,549,511.41	131.33	\$2,110.70
Treasurer, State	17	2,617.00	\$37,979.72	153.94	\$2,234.10
University of Kansas	N/R	N/R	N/R	N/R	N/R
Veterans' Affairs, Commission on	319	31,270.25	\$349,435.99	98.03	\$1,095.41
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	17	2,266.75	\$51,416.31	133.34	\$3,024.49
Wichita State University	N/R	N/R	N/R	N/R	N/R
Wildlife and Parks, Department of	395	49,917.75	\$857,678.69	126.37	\$2,171.34
Winfield Correctional Facility	193	24,772.25	\$376,157.66	128.35	\$1,949.00
<b>Total</b>	<b>18,873.00</b>	<b>2,481,053.50</b>	<b>\$39,590,046.40</b>	<b>131.46</b>	<b>\$2,097.71</b>

**Comments:** Agency Total Dollars was determined by calculating the vacation leave for each classified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average vacation leave used per classified employee was determined by calculating the vacation leave for each agency and dividing by the total number of classified employees in the agency as of June 2003. Average dollars per employee was determined by calculating the total dollars for the agency and dividing by the total number of classified employees in the agency as of June 2003

**Source:** SHARP (June 2003); Excludes unclassified, temporary and student employees. "N/R" indicates leave and number of employees were not reported for regent's institutions. "N/A" indicates the agency does not have classified employees.

**Unclassified Vacation Leave Use by Agency  
FY 2003**

Agency Name	Number of Unclassified Employees	Agency Total Hours	Average Per Employee		
			Dollars	Hours	Dollars
Accountancy, Board of	1	148	\$3,865.21	148.00	\$3,865.21
Adjutant General	147	18536.75	\$270,778.02	126.10	\$1,842.03
Administration, Department of	27	3497	\$116,735.74	129.52	\$4,323.55
Aging, Department on	9	940	\$32,341.16	104.44	\$3,593.46
Agriculture, Department of	13	1008	\$27,909.36	77.54	\$2,146.87
Animal Health Department	3	134.5	\$3,883.95	44.83	\$1,294.65
Atchison Juvenile Correctional Facility	1	160	\$5,254.94	160.00	\$5,254.94
Attorney General	77	9216.25	\$197,131.00	119.69	\$2,560.14
Banking Department	6	996	\$31,606.07	166.00	\$5,267.68
Barbering, Board of	1	196	\$3,515.24	196.00	\$3,515.24
Behavioral Sciences Reg Board	3	266.25	\$4,635.79	88.75	\$1,545.26
Beloit Juvenile Correctional Facility	1	160	\$5,803.88	160.00	\$5,803.88
Blind, School for the	58	756	\$19,091.52	13.03	\$329.16
Citizens Utility Ratepayer Bd	3	112	\$3,736.20	37.33	\$1,245.40
Commerce and Housing, Deptment of	7	1101.75	\$31,424.94	157.39	\$4,489.28
Corporation Commission	68	7364.5	\$197,164.18	108.30	\$2,899.47
Corrections, Department of	11	1776	\$60,369.87	161.45	\$5,488.17
Cosmetology, Board of	1	152	\$3,196.03	152.00	\$3,196.03
Credit Unions, Department of	1	80	\$2,392.91	80.00	\$2,392.91
Deaf, School for the	104	96	\$4,149.68	0.92	\$39.90
Dental Board	2	92	\$2,278.51	46.00	\$1,139.26
Education, Department of	24	3479	\$122,625.98	144.96	\$5,109.42
El Dorado Correctional Fclty	2	148	\$4,327.91	74.00	\$2,163.96
Ellsworth Correctional Facility	1	128	\$3,111.20	128.00	\$3,111.20
Emergency Medical Services	1	56	\$1,648.97	56.00	\$1,648.97
Emporia State University	N/R	N/R	N/R	N/R	N/R
Fair, Kansas State	1	56	\$1,615.38	56.00	\$1,615.38
Fire Marshal	2	124	\$3,107.27	62.00	\$1,553.64
Fort Hays State University	N/R	N/R	N/R	N/R	N/R
Governmental Ethics Commission	9	1392	\$26,216.43	154.67	\$2,912.94
Governor, Office of the	24	1856	\$39,944.47	77.33	\$1,664.35
Healing Arts, Board of	6	751.5	\$22,970.41	125.25	\$3,828.40
Health and Environment, Kansas Department of	13	1656	\$57,669.16	127.38	\$4,436.09
Health Care Stabilization Fund B	7	910.75	\$23,169.75	130.11	\$3,309.96
Highway Patrol	4	816	\$25,803.65	204.00	\$6,450.91
Historical Society, State	1	56	\$2,153.84	56.00	\$2,153.84
Human Resources, Department of	43	4076.25	\$112,062.75	94.80	\$2,606.11
Human Rights Commission, Kansas	4	436	\$12,007.04	109.00	\$3,001.76
Hutchinson Correctional Facility	N/A	36	\$833.22	N/A	N/R
Indigents Defense Services, Board of	93	9194	\$215,790.61	98.86	\$2,320.33
Insurance Department	94	10014	\$228,452.69	106.53	\$2,430.35
Investigation, Kansas Bureau of	7	900	\$34,575.29	128.57	\$4,939.33
Judicial Council	5	271	\$4,307.06	54.20	\$861.41
Judiciary	1827	194369	\$3,050,118.93	106.39	\$1,669.47
Juvenile Justice Authority	8	1278	\$39,880.72	159.75	\$4,985.09
Kansas Arts Commission	1	112	\$3,678.64	112.00	\$3,678.64
Kansas Inc.	4	340.5	\$8,591.28	85.13	\$2,147.82
Kansas Public Employees Retirement System	12	1598	\$63,342.58	133.17	\$5,278.55
Kansas State University	N/R	N/R	N/R	N/R	N/R
KU Medical Center	N/R	N/R	N/R	N/R	N/R
Lansing Correctional Facility	1	140	\$2,947.05	140.00	N/A
Larned Correctional Mental Health Facility	N/A	N/A	N/A	N/A	N/A
Larned Juvenile Correctional Facility	1	80	\$2,461.91	80.00	\$2,461.91
Larned State Hospital	20	2809.5	\$146,623.95	140.48	\$7,331.20
Legislative Corrdinating Council	11	1456	\$28,289.53	132.36	\$2,571.78

**Unclassified Vacation Leave Use by Agency  
FY 2003**

Agency Name	Number of Unclassified Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Legislative Division of Post Audit	18	3226.5	\$88,456.34	179.25	\$4,914.24
Legislative Research Dept	37	4496	\$120,243.93	121.51	\$3,249.84
Legislature	32	2187.75	\$38,762.91	68.37	\$1,211.34
Library, State	4	430	\$9,642.21	107.50	\$2,410.55
Lieutenant Governor, Office of the	2	96	\$2,302.73	48.00	\$1,151.37
Lottery, Kansas	36	4812	\$95,467.63	133.67	\$2,651.88
Mortuary Arts, Board of	1	136	\$3,826.25	136.00	\$3,826.25
Neurological Institute	4	396	\$16,281.05	99.00	\$4,070.26
Norton Correctional Facility	N/A	N/A	N/A	N/A	N/A
Nursing, Board of	2	184	\$4,647.97	92.00	\$2,323.99
Ombudsman for Correction	3	473.25	\$8,631.90	157.75	\$2,877.30
Optometry, Board of Examiners	N/A	N/A	N/A	N/A	N/A
Osawatomie State Hospital	16	1700.5	\$81,861.59	106.28	\$5,116.35
Parole Board, Kansas	3	524	\$24,718.44	174.67	\$8,239.48
Parsons State Hospital and Training Center	7	1132	\$44,165.36	161.71	\$6,309.34
Pharmacy, Board of	1	72	\$1,961.39	72.00	\$1,961.39
Pittsburg State University	N/R	N/R	N/R	N/A	N/R
Racing and Gaming Commission, Kansas	17	2044	\$52,665.72	120.24	\$3,097.98
Rainbow Mental Health Facility	5	761	\$45,592.14	152.20	\$9,118.43
Real Estate Appraisal Board	1	160	\$4,145.76	160.00	\$4,145.76
Real Estate Commission	1	108	\$2,855.77	108.00	\$2,855.77
Regents, Board of	27	3834	\$122,718.46	142.00	\$4,545.13
Revenue, Department of	27	3099.75	\$89,731.02	114.81	\$3,323.37
Revisor of Statutes	24	3375	\$92,219.59	140.63	\$3,842.48
Secretary of State	46	5086.75	\$91,340.43	110.58	\$1,985.66
Securities Commissioner of Kansas	9	1025	\$29,981.53	113.89	\$3,331.28
Sentencing Commission, Kansas	10	777.75	\$14,460.44	77.78	\$1,446.04
Social & Rehabilitation Services, Dept of	38	5099	\$170,622.27	134.18	\$4,490.06
State Conservation Commission	6	807.5	\$20,701.64	134.58	\$3,450.27
Tax Appeals, Board of	10	716	\$21,143.08	71.60	\$2,114.31
Technical Professions, Board of	2	292	\$6,998.09	146.00	\$3,499.05
Technology Enterprise Corporation	27	2404.75	\$51,228.16	89.06	\$1,897.34
Topeka Correctional Facility	N/A	N/A	N/A	N/A	N/A
Topeka Juvenile Correctional Facility	N/A	N/A	N/A	N/A	N/A
Transportation, Kansas Department of	11	1601.25	\$60,502.88	145.57	\$5,500.26
Treasurer, State	29	3396.75	\$67,663.28	117.13	\$2,333.22
University of Kansas	N/R	N/R	N/R	N/R	N/R
Veterans' Affairs, Commission on	6	458	\$11,954.68	76.33	\$1,992.45
Veterinary Examiners, Board of	3	331	\$6,402.49	110.33	\$2,134.16
Water Office, Kansas	2	306	\$10,795.11	153.00	\$5,397.56
Wichita State University	N/R	N/R	N/R	N/R	N/R
Wildlife and Parks, Department of	6	619	\$17,850.37	103.17	\$2,975.06
Winfield Correctional Facility	N/A	N/A	N/A	N/A	N/A
<b>Total</b>	<b>3,243.00</b>	<b>341,497.00</b>	<b>\$6,848,134.48</b>	<b>105.30</b>	<b>\$2,111.67</b>

**Comments:** Agency Total Dollars was determined by calculating the vacation leave for each unclassified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average vacation leave used per unclassified employee was determined by calculating the vacation leave for each agency and dividing by the total number of unclassified employees in the agency as of June 2003. Average dollars per employee was determined by calculating the total dollars for the agency and dividing by the total number of unclassified employees in the agency as of June 2003

**Source:** SHARP (June 2003); Excludes classified, temporary and student employees. "N/R" indicates leave and number of employees were not reported for regent's institutions. "N/A" indicates the agency does not have unclassified employees.

**Classified Employees Sick Leave Use by Agency**  
Fiscal Year 2003

Agency Name	Number of Classified Employees	Agency Total Hours	Average Per Employee		
			Dollars	Hours	Dollars
Accountancy, Board of	2	355.50	\$4,059.03	177.75	\$2,029.52
Adjutant General	50	3,768.75	\$56,331.65	75.38	\$1,126.63
Administration, Department of	719	54,806.75	\$875,117.94	76.23	\$1,217.13
Aging, Department on	111	10,166.75	\$176,974.98	91.59	\$1,594.37
Agriculture, Department of	264	19,262.75	\$328,255.59	72.96	\$1,243.39
Animal Health Department	27	1,675.00	\$23,035.85	62.04	\$853.18
Atchison Juvenile Correctional Facility	108	8,516.25	\$114,101.30	78.85	\$1,056.49
Attorney General	1	19.00	\$344.09	19.00	\$344.09
Banking Department	72	4,868.00	\$95,493.82	67.61	\$1,326.30
Barbering, Board of	1	0.00	\$0.00	0.00	\$0.00
Behavioral Sciences Regulatory Board	5	349.50	\$3,995.09	69.90	\$799.02
Beloit Juvenile Correctional Facility	81	4,766.25	\$65,643.86	58.84	\$810.42
Blind, School for the	28	1,574.50	\$20,111.84	56.23	\$718.28
Citizens Utility Ratepayer Board	2	114.75	\$1,614.90	57.38	\$807.45
Commerce and Housing, Dept of	131	10,397.00	\$183,408.89	79.37	\$1,400.07
Corporation Commission, Kansas	131	9,040.25	\$146,894.09	69.01	\$1,121.33
Corrections, Department of	281	21,262.25	\$343,193.85	75.67	\$1,221.33
Cosmetology, Board of	10	635.25	\$7,330.57	63.53	\$733.06
Credit Unions, Department of	12	238.00	\$4,735.59	19.83	\$394.63
Deaf, School for the	48	3,303.25	\$36,257.60	68.82	\$755.37
Dental Board	1	96.75	\$954.83	96.75	\$954.83
Education, Department of	167	13,957.50	\$243,312.50	83.58	\$1,456.96
El Dorado Correctional Facility	440	31,565.00	\$431,953.79	71.74	\$981.71
Ellsworth Correctional Facility	212	14,019.00	\$197,520.76	66.13	\$931.70
Emergency Medical Services	12	1,051.00	\$18,280.57	87.58	\$1,523.38
Emporia State University	N/R	N/R	N/R	N/R	N/R
Fair, Kansas State	20	558.25	\$7,994.26	27.91	\$399.71
Fire Marshal, State	43	3,123.75	\$55,190.85	72.65	\$1,283.51
Fort Hays State University	N/R	N/R	N/R	N/R	N/R
Governmental Ethics Commission	N/A	N/A	N/A	N/A	N/A
Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Healing Arts, Board of	22	2,220.00	\$29,942.20	100.91	\$1,361.01
Health and Environment, Department of	877	68,856.75	\$1,229,488.61	78.51	\$1,401.93
Health Care Stabilization Fund Bd of Gov	8	619.25	\$7,017.56	77.41	\$877.20
Highway Patrol	771	50,398.25	\$817,268.05	65.37	\$1,060.01
Historical Society, State	107	8,617.00	\$120,956.93	80.53	\$1,130.44
Human Resources, Department of	792	65,376.50	\$1,087,789.61	82.55	\$1,373.47
Human Rights Commission, Kansas	29	1,930.00	\$27,844.62	66.55	\$960.16
Hutchinson Correctional Facility	497	35,667.25	\$520,222.56	71.77	\$1,046.73
Indigents Defense Services, Board of	61	5,374.50	\$68,058.60	88.11	\$1,115.71
Insurance Department	33	3,132.25	\$38,872.38	94.92	\$1,177.95
Investigation, Kansas Bureau of	168	9,356.75	\$163,654.59	55.69	\$974.13
Judicial Council	N/A	N/A	N/A	N/A	N/A
Judiciary	N/A	N/A	N/A	N/A	N/A
Juvenile Justice Authority	26	2,597.50	\$48,373.09	99.90	\$1,860.50
Kansas Arts Commission	7	589.25	\$10,641.76	84.18	\$1,520.25
Kansas Inc	N/A	N/A	N/A	N/A	N/A
Kansas Public Employees Retirement System	68	5,843.00	\$92,180.24	85.93	\$1,355.59
Kansas State University	N/R	N/R	N/R	N/R	N/R
KU Medical Center	N/R	N/R	N/R	N/R	N/R
Lansing Correctional Facility	654	59,051.25	\$866,263.39	90.29	\$1,324.56
Larned Correctional Mental Health Facility	167	14,169.00	\$199,661.21	84.84	\$1,195.58
Larned Juvenile Correctional Facility	121	9,088.00	\$120,434.18	75.11	\$995.32
Larned State Hospital	645	52,533.75	\$684,775.90	81.45	\$1,061.67
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A

**Classified Employees Sick Leave Use by Agency**  
Fiscal Year 2003

Agency Name	Number of Classified Employees	Agency Total Hours	Average Per Employee		
			Dollars	Hours	Dollars
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A
Legislative Research Department	N/A	N/A	N/A	N/A	N/A
Legislature	N/A	N/A	N/A	N/A	N/A
Library, State	24	2,207.50	\$31,571.39	91.98	\$1,315.47
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Lottery, Kansas	40	2,666.75	\$39,129.44	66.67	\$978.24
Mortuary Arts, Board of	2	92.75	\$1,102.29	46.38	\$551.15
Neurological Institute, Kansas	557	46,904.25	\$595,101.75	84.21	\$1,068.41
Norton Correctional Facility	250	19,911.75	\$284,923.28	79.65	\$1,139.69
Nursing, Board of	20	1,413.25	\$20,830.97	70.66	\$1,041.55
Ombudsman for Corrections	1	53.00	\$700.13	53.00	\$700.13
Optometry Examiners, Board of	1	17.25	\$312.40	17.25	\$312.40
Osawatomie State Hospital	380	34,700.00	\$455,505.32	91.32	\$1,198.70
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital and Training Center	444	42,702.00	\$571,188.75	96.18	\$1,286.46
Pharmacy, Board of	5	288.50	\$4,801.80	57.70	\$960.36
Pittsburg State University	N/R	N/R	N/R	N/R	N/R
Racing and Gaming Commission, Kansas	40	2,475.25	\$37,227.95	61.88	\$930.70
Rainbow Mental Health Facility	109	10,663.00	\$153,176.10	97.83	\$1,405.29
Real Estate Appraisal Board	1	140.00	\$2,798.60	140.00	\$2,798.60
Real Estate Commission	10	1,066.25	\$14,040.13	106.63	\$1,404.01
Regents, Board of	17	1,399.50	\$24,196.60	82.32	\$1,423.33
Revenue, Department of	1,030	90,115.00	\$1,356,400.87	87.49	\$1,316.89
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	18	1,519.50	\$29,634.13	84.42	\$1,646.34
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	3,405	291,032.25	\$4,366,242.83	85.47	\$1,282.30
State Conservation Commission	6	606.25	\$11,048.86	101.04	\$1,841.48
Tax Appeals, Board of	14	1,270.00	\$16,240.71	90.71	\$1,160.05
Technical Professions, Board of	3	130.50	\$1,574.15	43.50	\$524.72
Technology Enterprise Corporation, Kansas	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	215	17,073.00	\$249,267.36	79.41	\$1,159.38
Topeka Juvenile Correctional Facility	205	18,993.75	\$262,180.13	92.65	\$1,278.93
Transportation, Department of	3,103	242,381.50	\$3,658,242.45	78.11	\$1,178.94
Treasurer, State	17	969.25	\$13,747.97	57.01	\$808.70
University of Kansas	N/R	N/A	N/A	N/A	N/A
Veteran's Affairs, Commission on	319	22,595.75	\$238,924.12	70.83	\$748.98
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	17	1,051.50	\$21,467.86	61.85	\$1,262.82
Wichita State University	N/R	N/A	N/A	N/A	N/A
Wildlife and Parks, Department of	395	21,493.00	\$357,136.54	54.41	\$904.14
Winfield Correctional Facility	193	11,542.00	\$164,943.24	59.80	\$854.63
<b>Total</b>	<b>18,873</b>	<b>1,502,385.50</b>	<b>\$22,559,211.69</b>	<b>79.61</b>	<b>\$1,195.32</b>

**Comments:** Agency Total Dollars was determined by calculating the sick leave for each classified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average sick leave used per classified employee was determined by calculating the vacation leave for each agency and dividing by the total number of classified employees in the agency as of June 2003. Average dollars per employee was determined by calculating the total dollars for the agency and dividing by the total number of classified employees in the agency as of June 2003

**Source:** SHARP (June 2003); Excludes unclassified, temporary and student employees. "N/R" indicates leave and number of employees were not reported for regents institutions. "N/A" indicates the agency does not have classified employees.

**Unclassified Employees Sick Leave Use by Agency**  
Fiscal Year 2003

Agency Name	Number of Unclassified Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	1	44.00	\$1,164.55	44.00	\$1,164.55
Adjutant General	147	13,653.25	\$190,182.33	92.88	\$1,293.76
Administration, Department of	27	1,013.50	\$30,314.92	37.54	\$1,122.77
Aging, Department on	9	400.00	\$12,520.74	44.44	\$1,391.19
Agriculture, Department of	13	616.00	\$17,608.10	47.38	\$1,354.47
Animal Health Department	3	174.50	\$4,863.70	58.17	\$1,621.23
Atchison Juvenile Correctional Facility	1	28.00	\$919.62	28.00	\$919.62
Attorney General	77	5,306.50	\$105,164.03	68.92	\$1,365.77
Banking Department	6	698.00	\$19,792.58	116.33	\$3,298.76
Barbering, Board of	1	84.00	\$1,506.53	84.00	\$1,506.53
Behavioral Sciences Regulatory Board	3	417.75	\$8,781.35	139.25	\$2,927.12
Beloit Juvenile Correctional Facility	1	16.00	\$580.38	16.00	\$580.38
Blind, School for the	58	3,183.25	\$51,367.94	54.88	\$885.65
Citizens Utility Ratepayer Board	3	68.00	\$1,804.40	22.67	\$601.47
Commerce and Housing, Department of	7	823.50	\$24,195.58	117.64	\$3,456.51
Corporation Commission	68	3,886.25	\$95,971.43	57.15	\$1,411.34
Corrections, Department of	11	1,128.00	\$34,625.81	102.55	\$3,147.80
Cosmetology, Board of	1	20.00	\$420.53	20.00	\$420.53
Credit Unions, Department of	1	68.00	\$2,033.98	68.00	\$2,033.98
Deaf, School for the	104	6,481.50	\$105,233.25	62.32	\$1,011.86
Dental Board, Kansas	2	104.00	\$2,575.71	52.00	\$1,287.86
Education, Department of	24	783.75	\$25,096.68	32.66	\$1,045.70
El Dorado Correctional Facility	2	92.00	\$2,192.06	46.00	\$1,096.03
Ellsworth Correctional Facility	1	128.00	\$3,111.20	128.00	\$3,111.20
Emergency Medical Services	1	32.00	\$942.27	32.00	\$942.27
Emporia State University	N/R	N/A	N/A	N/A	N/A
Fair, Kansas State	N/A	N/A	N/A	N/A	N/A
Fire Marshal, State	2	172.00	\$3,957.60	86.00	\$1,978.80
Fort Hays State University	N/R	N/R	N/R	N/R	N/R
Governmental Ethics Commission	9	532.00	\$10,239.72	59.11	\$1,137.75
Governor, Office of the	24	935.00	\$19,724.57	38.96	\$821.86
Healing Arts, Board of	6	426.50	\$11,750.37	71.08	\$1,958.40
Health and Environment, Department of	13	483.50	\$17,056.17	37.19	\$1,312.01
Health Care Stabilization Fund Bd of Gov	7	481.50	\$9,951.30	68.79	\$1,421.61
Highway Patrol	4	180.00	\$5,420.84	45.00	\$1,355.21
Historical Society, State	1	4.00	\$153.85	4.00	\$153.85
Human Resources, Department of	43	1,997.25	\$47,759.29	46.45	\$1,110.68
Human Rights Commission, Kansas	4	248.00	\$6,431.18	62.00	\$1,607.80
Hutchinson Correctional Facility	N/A	N/A	N/A	N/A	N/A
Indigents' Defence Services, Board of	93	5,177.00	\$113,931.75	55.67	\$1,225.07
Insurance Department	94	6,248.00	\$141,141.69	66.47	\$1,501.51
Investigation, Kansas Bureau	7	260.00	\$10,007.85	37.14	\$1,429.69
Judicial Council	5	138.00	\$1,986.92	27.60	\$397.38
Judiciary	1,827	110,553.50	\$1,631,996.02	60.51	\$893.27
Juvenile Justice Authority	8	343.50	\$10,540.70	42.94	\$1,317.59
Kansas Arts Commission	1	0.00	\$0.00	0.00	\$0.00
Kansas Inc	4	146.00	\$3,775.76	36.50	\$943.94
Kansas Public Employees Retirement System	12	608.25	\$22,780.30	50.69	\$1,898.36
Kansas State University	N/R	N/A	N/A	N/A	N/A
KU Medical Center	N/R	N/A	N/A	N/A	N/A
Lansing Correctional Facility	1	16.00	\$336.80	16.00	\$336.80
Larned Correctional Mental Health Facility	N/A	N/A	N/A	N/A	N/A
Larned Juvenile Correctional Facility	1	32.00	\$984.76	32.00	\$984.76
Larned State Hospital	20	1,630.25	\$79,496.65	81.51	\$3,974.83
Legislative Coordinating Council	11	762.50	\$14,187.19	69.32	\$1,289.74

**Unclassified Employees Sick Leave Use by Agency**  
Fiscal Year 2003

Agency Name	Number of Unclassified Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Legislative Division of Post Audit	18	1,802.00	\$45,388.62	100.11	\$2,521.59
Legislative Research Dept	37	2,652.00	\$70,824.51	71.68	\$1,914.18
Legislature	32	1,322.25	\$23,181.03	41.32	\$724.41
Library, State	4	136.00	\$2,577.22	34.00	\$644.31
Lieutenant Governor, Office of the	2	138.75	\$2,059.54	69.38	\$1,029.77
Lottery, Kansas	36	1,947.50	\$34,810.22	54.10	\$966.95
Mortuary Arts, Board of	1	60.00	\$1,688.05	60.00	\$1,688.05
Neurological Institute, Kansas	4	148.00	\$6,402.56	37.00	\$1,600.64
Norton Correctional Facility	N/A	N/A	N/A	N/A	N/A
Nursing, Board of	2	68.00	\$1,863.37	34.00	\$931.69
Ombudsman for Corrections	3	309.75	\$5,731.53	103.25	\$1,910.51
Optometry Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Osawatimie State Hospital	16	1,063.50	\$61,326.42	66.47	\$3,832.90
Parole Board, Kansas	3	124.00	\$5,823.48	41.33	\$1,941.16
Parsons State Hospital & Training Center	7	236.00	\$9,870.68	33.71	\$1,410.10
Pharmacy, Board of	1	32.00	\$871.72	32.00	\$871.72
Pittsburg State University	N/R	N/R	N/R	N/R	N/R
Racing and Gaming Commission, Kansas	17	743.25	\$18,795.46	43.72	\$1,105.62
Rainbow Mental Health Facility	5	232.00	\$14,844.24	46.40	\$2,968.85
Real Estate Appraisal Board	1	120.00	\$3,109.33	120.00	\$3,109.33
Real Estate Commission	1	100.00	\$2,644.25	100.00	\$2,644.25
Regents, Board of	27	1,726.00	\$53,287.65	63.93	\$1,973.62
Revenue, Department of	27	1,803.25	\$46,880.02	66.79	\$1,736.30
Revisor of Statutes	24	2,296.00	\$55,448.95	95.67	\$2,310.37
Secretary of State	46	3,415.50	\$50,552.08	74.25	\$1,098.96
Securities Commissioner, Office of the	9	586.75	\$16,627.25	65.19	\$1,847.47
Sentencing Commission, Kansas	10	449.50	\$8,379.60	44.95	\$837.96
Social & Rehabilitation Services, Dept of	38	1,708.00	\$57,538.19	44.95	\$1,514.16
State Conservation Commission	6	336.00	\$8,394.37	56.00	\$1,399.06
Tax Appeals, Board of	10	340.00	\$7,566.83	34.00	\$756.68
Technical Professions, Board of	2	136.00	\$2,796.70	68.00	\$1,398.35
Technology Enterprise Corporation, Kansas	27	1,570.00	\$35,811.30	58.15	\$1,326.34
Topeka Correctional Facility	N/A	N/A	N/A	N/A	N/A
Topeka Juvenile Correctional Facility	N/A	N/A	N/A	N/A	N/A
Transportation, Department of	11	321.75	\$10,874.82	29.25	\$988.62
Treasurer, State	29	1,505.00	\$28,472.00	51.90	\$981.79
University of Kansas	N/R	N/R	N/R	N/R	N/R
Veterans Affairs, Commission on	6	212.00	\$5,549.69	35.33	\$924.95
Veterinary Examiners, Board of	3	140.00	\$1,850.50	46.67	\$616.83
Water Office, Kansas	2	402.00	\$14,423.04	201.00	\$7,211.52
Wichita State University	N/R	N/A	N/A	N/A	N/A
Wildlife and Parks, Department of	6	401.00	\$8,134.35	66.83	\$1,355.73
Winfield Correctional Facility	N/A	N/A	N/A	N/A	N/A
<b>Total</b>	<b>3,242</b>	<b>199,208.25</b>	<b>\$3,630,980.52</b>	<b>61.45</b>	<b>\$1,119.98</b>

**Comments:** Agency Total Dollars was determined by calculating the sick leave for each unclassified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average sick leave used per unclassified employee was determined by calculating the vacation leave for each agency and dividing by the total number of unclassified employees in the agency as of June 2003. Average dollars per employee was determined by calculating the total dollars for the agency and dividing by the total number of unclassified employees in the agency as of June 2003.

**Source:** SHARP (June 2003); Excludes classified, temporary and student employees. "N/R" indicates leave and number of employees were not reported for regent's institutions. "N/A" indicates the agency does not have unclassified employees.





## **Glossary**

**Agency:** a unit of state government assigned a unique department identification number.

**Classified Service:** all positions in the state service, except those which are specifically placed in the unclassified service by K.S.A. 75-2935, as amended, or other sections of the statutes.

**Demotion:** the involuntary movement for disciplinary purposes under K.A.R. 1-10-6 or the involuntary movement of an employee from a position in one class to a position in another class having a lower pay grade.

**Fiscal Year:** the time period from July 1, to June 30.

**Full-Time Equivalency (FTE):** a unit of measurement equivalent to one full-time position.

**K.A.R.:** Kansas Administrative Regulation

**K.S.A.:** Kansas Statutes Annotated

**Length of Service:** total time working in the classified or unclassified service with certain exclusions per K.A.R. 1-2-46.

**Notice of Vacancies (NOV):** the centralized statewide listing of all classified job vacancies announced weekly to all applicants. Unclassified and temporary vacancies may be listed. The NOV is available on the Internet, at personnel offices of larger state agencies, at the Department of Human Resources Workforce Centers, and at the Division of Personnel Services in Topeka.

**Pay Grade:** a salary and wage range in the pay plan prepared by the Director of Personnel Services as required by K.S.A. 75-2938.

**Promotion:** a change of employment from a position in one class to a position in another class having a higher pay grade, by an employee who meets the required selection criteria for promotion.

**SHARP:** Statewide Human Resource and Payroll system implemented in December 1995.

**Student Position:** a position fill by a student at a Regents institution.

**TSA:** Tax Sheltered Annuity (Regents)

**Temporary Position (classified service):** a position, which is limited to not more than 999 hours of employment in a 12-month period. Temporary positions do not affect the position limitation of an agency.

**Temporary Position (unclassified service):** a position filled by a person temporarily or designated by a legislative committee or commission or other competent authority to make or conduct a special inquiry, investigation, examination or installation.

**Transfer:** a change by an employee from one position with a close similarity of duties, essentially the same basic qualifications, and the same pay grade.

**Unclassified Service:** position specifically designated as unclassified by K.S.A. 75-2935, as amended, or other section of the statute.

## **Fiscal Year 2003-1995 Legislative Summary**

This summary contains legislative highlights that creates new agencies, abolishes existing agencies or parts of agencies, or transfers programs from one agency to another. Changes in FTE should be verified with the Division of the Budget.

### **Fiscal Year 2003<sup>1</sup>**

- Division of Housing was transferred from the Department of Commerce to the Kansas Development Finance Authority effective 7-1-03.
- The administration of the Adult Care Home Licensure Act was transferred from the Kansas Department of Health and Environment to the Department on Aging. Effective 7-1-03.

<sup>1</sup> Changes in FTE for can be found in the Division of Budget Comparison Report for FY 2003

### **Fiscal Year 2002**

- 11.0 FTE positions were added to the Board of Regents, 9 to implement Kan-Ed and 2 for regular staffing.
- 19.0 FTE positions were added to the Larned Juvenile Correctional Facility to staff new facilities.
- 23.0 FTE positions were reduced from the Department of Human Resources; the Legislature abolished 20 FTE positions that had been vacant for an extended period of time and 3 positions transferred to the Department of Administration for the Workplace Safety Program.
- 17.5 FTE positions were added to the Department of Education due to permanent federal funding availability.

### **Fiscal Year 2001**

- 137.5 FTE positions were added to the Department of Health and Environment, which include the conversion of 141.0 unclassified positions to FTE positions.
- 107.6 FTE positions were added to the Department of Social and Rehabilitation Services, reflecting the conversion of unclassified positions to FTE positions.
- 92.0 FTE positions were added to the Commission on Veterans' Affairs for the Kansas Veterans' Home.
- 40.5 FTE positions were added to the Ellsworth Correctional Facility to staff the new 100-cell housing unit.
- 34.0 FTE positions were added to the Department of Revenue to assist with collections of accounts receivable.
- 29.0 FTE positions were added to the Topeka Correctional Facility to staff the renovated J-Cellhouse for female offenders.
- 13.0 FTE positions were added to the Department of Commerce and Housing to administer the Section 8 housing contracts.
- 13.0 unclassified positions were added to the Kansas Bureau of Investigation to assist local enforcement agencies and to assist in reducing backlogs in the Laboratory Division.
- 11.0 FTE positions were shifted to the Board of Regents from the Department of Education associated with administration of federal vocational education aid.
- 9.0 FTE positions were deleted from the Kansas Racing and Gaming Commission due to the closing of Camptown race track in Southeast Kansas.
- 6.0 FTE positions were added to the Department of Health and Environment for expanded nursing home inspections.

### **Fiscal Year 2000**

- The Legislature abolished FTE positions that, as of January 1, 2000, had been vacant for four years or more as determined by the Director of the Budget in consultation with the Director of Personnel Services. This action resulted in the deletion of 37.7 FTE positions in eight state agencies.
- An additional 38.3 FTE positions will be deleted in FY 2001. This was accomplished by abolishing all FTE positions that, as of March 1, 2000, had been vacant for three years or more.
- 9.0 FTE positions were added to the Racing and Gaming Commission for the opening of a new racetrack.
- 12.0 FTE positions were added to the Department of Corrections for work crew supervisors.
- 11.0 FTE positions were added to Larned Correctional Mental Health Facility for security staff and drug treatment personnel.
- 60.5 FTE positions were added to El Dorado Correctional Facility for the relocation of the Reception and Diagnostic Unit.
- 16.0 FTE positions were added to the Kansas Highway Patrol for new troopers for the Motor Carrier Safety Assistance Program.
- 21.0 FTE positions were reduced from the Department of Revenue, 17 positions would be eliminated through restructuring regional tax offices and 4.0 would be eliminated through restructuring of the Alcoholic Beverage Control Division.
- 1.3 FTE positions were reduced from the Department of Agriculture for the privatization of the Grain Commodity Commissions.
- 8.0 FTE positions were reduced for the privatization of the Kansas Wheat Commission.

### **Fiscal Year 1999**

- The KU Hospital portion of the KU Medical Center became a public authority and is no longer part of a state agency in October 1998 (1998 SB 373). Approximately half of the KU Medical Center's FTE was transferred to the public authority.
- 23.0 FTE positions were added to the Sex Predator Treatment Program at Larned State Hospital to provide staff necessary for expanding the program. The new positions will be hired as additional residents are added to the program. The positions to be added include direct care staff, a Psychologist III, a Social Worker and a Registered Nurse.
- 14.0 FTE positions were added to the Highway Patrol, 7 troopers to patrol the highways and 7 to implement the Criminal Justice Information System (CJIS).
- 11.0 FTE positions were added to the Division of Environment within the Kansas Department of Health and Environment. Enhanced funding for inspections of large swine feeding facilities is intended to ensure the protection of the environment by monitoring the state's air, landscape and water resources.
- 10.0 FTE positions were added to the Judiciary to assist the courts in dealing with increasing caseloads throughout the state.
- 10.0 FTE positions were added to the Kansas Racing and Gaming Commission to allow the Commission to complete its own background investigations.
- 7.0 FTE positions were added to the Department of Revenue to implement provisions included in the 1998 Tax Relief Act.
- 7.0 FTE positions were added to the Board of Tax Appeals. A small claims division was established within the Board and creates a new executive director position.
- Transferred the Office of the Long-Term Care Ombudsman from the Department on Aging to the Department of Administration. This included 5.5 FTE positions. The transfer was intended to ensure impartiality in the investigations that the Ombudsman conducts.

**Fiscal Year 1998**

- The transfer of Long Term Care Programs for the Elderly from the Department of Social and Rehabilitation Services to the Department on Aging.
- The Winfield Veterans Home was established on the grounds of the Winfield State Hospital and Training Center after its closure. 2.0 FTE positions were approved for the agency to begin basic operation in the second half of Fiscal Year 1998.
- The Grain Inspection Department was abolished effective September 1, 1997. The inspection and grading of grain became the responsibility of a private entity. The authority and responsibility of the Department's Warehouse Program was transferred to the Secretary of Agriculture.
- The Juvenile Justice Authority was created to implement the Juvenile Justice Reform Act, which is intended to strengthen the juvenile system. The Authority was given 30.0 FTE positions, excluding the juvenile correctional facilities' personnel. The services for juvenile offenders transferred from other agencies, such as the Department of Social and Rehabilitation Services.
- 24.0 FTE positions were added to the Department of Administration for the operation of the Topeka State Hospital Grounds.
- 20.5 FTE positions were transferred from the Department of Social and Rehabilitation Services to the Kansas Department of Health and Environment. The authority for licensure inspection of family foster homes, child placement agencies, 24-hour care residential facilities and detention facilities was transferred from the Department of Social and Rehabilitation Services to the Kansas Department of Health and Environment. This was done to provide neutral oversight of the quality of inspection of those facilities.
- 17.1 FTE positions were added to Pittsburg State University's Technology Center due to a change in the servicing of new buildings formula for staffing.

**Fiscal Year 1997**

- Topeka State Hospital and Winfield State Hospital and Training Center closed.
- 32.4 FTE positions were added for Medicaid fraud and abuse and court debt collections in the Attorney General's Office, contracts for retired judges and administration of Access to Justice Program in the Judiciary, an assistant investment officer for Kansas Public Employees Retirement System, telecommunications analysts and legal staff in the Kansas Corporation Commission, blood alcohol content administration and legal staff in the Kansas Corporation Commission, blood alcohol content administration in the Department of Revenue, and an auditor of local elected officials in the Commission on Governmental Standards.
- The Executive Director's position of the Parole Board was eliminated. The Board's administrative functions were consolidated with the Parole and Post-Release Supervision Program of the Department of Corrections.
- 120.0 FTE positions were reduced from Department of Corrections due to the privatization of food service operations in the system's nine correctional facilities.
- 23.0 FTE positions were shifted from the Winfield Correctional Facility to the Lansing Correctional Facility because of increased inmate population.

**Fiscal Year 1996**

- January 1, 1996, all state employees were placed on a bi-weekly pay cycle. (Prior to 1-1-96 the majority of state employees were on a monthly pay cycle.)
- 1,096.2 part-time (.49) classified intermittent and special project positions were converted to FTE positions to better reflect the true size of the state workforce.
- The Kansas Youth Authority was authorized. The Authority consists of 7 members appointed by the Governor and is responsible for development of confinement and dispositional alternatives for juvenile offenders.
- The Kansas Guardianship Program was created. The program provides recruitment, training, monitoring and support for volunteers willing to become court-appointed guardians for clients identified as being in need of these services. This function was transferred from a private, not-for-profit corporation that was funded through grants administered by Social and Rehabilitation Services.
- 43.0 FTE positions were added at Winfield, Lansing, Topeka, El Dorado and Hutchinson Correctional Facilities to manage projected increases in the inmate population.
- 9.0 FTE positions were deleted from the Kansas Corporation Commission. The Legislature left it to the discretion of the Commission to determine which positions would be eliminated with the understanding that none should be associated with the Commission's abandoned well-plugging activities.
- The Farmers' Assistance, Counseling, and Training Program (FACTS) was transferred from the Department of Agriculture to Kansas State University's Cooperative Extension Service, where current resources will provide various educational, legal, and mediation services. This deleted 7.0 FTE positions from the Department of Agriculture.

**Fiscal Year 1995**

- 1994 HB 2573 established the Kansas Information Resources Council and the Office of the Chief Information Architect. The council is comprised of 20 executives representing various state agencies and the private sector.
- 10.0 FTE positions were added to Judiciary due to new crime legislation; plus 3 judgeships to manage the overall growth in judicial caseloads.
- 63.0 limited term FTE positions were added to the Youth Center at Larned to accommodate increases in the length-of-stay for juveniles at the state youth centers.
- 40.0 FTE positions were added for the Adjutant General's Retro Europe Repair Site located at Ft. Riley.
- 35.0 FTE positions were deleted from the Topeka Correctional Facility because of an anticipated decrease in minimum-security inmate population.
- 9.0 FTE positions and 62.0 special project positions were added to Social and Rehabilitation Services to implement welfare reform.
- 9.0 special project positions were added to the Youth Center at Topeka to conduct a Physical Training Program. This program will require that juveniles located at the youth center participate in a physical exercise training program similar in style to programs operated at boot camps.



**Classified Service - Executive Branch Position Reference Table**

POSITION	POSITION TYPE			
	REGULAR		TEMPORARY	
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
Counts Toward FTE	Yes	Yes	0	No
Statutory Authority	FTE Limit	FTE Limit	N/A	N/A
<b>EMPLOYEE MOVEMENT</b>				
Promotion and Transfer	Yes	Yes	Yes	Yes
Suspension and Demotion	Yes	Yes	No	No
Layoff Alternatives	Yes	Yes	No	No
Dismissal	Yes	Yes	Yes	Yes
<b>SELECTION</b>				
Selection Process	Civil Service Procedure	Civil Service Procedure	Agency Discretion	Agency Discretion
Meets MQ	Yes	Yes	Yes	Yes
Eligibility Pools Considered?	Yes	Yes	Agency Discretion	Agency Discretion
Compete with Others	Yes	Yes	Agency Discretion	Agency Discretion
<b>COMPENSATION</b>				
Hour Limitations	None	Below 100%	999 Hours in 12 Months	999 Hours in 12 Months
Probationary Period	Yes	Yes	No	No
Pay	Pay Matrix	Pay Matrix	K.A.R. 1-5-9	K.A.R. 1-5-9
Step Movement	Yes	Yes	No	No
Longevity Bonus	Yes	Yes	No	No
Overtime Exemption	Position Specific	Position Specific	Position Specific	Position Specific
Length of Service	Yes	Yes	No	No
<b>BENEFITS ELIGIBILITY</b>				
GHI	Yes	Yes <sup>1</sup>	No	No
KPERS (Retirement System)	Yes	Yes	No	No
Sick Leave	Yes	Prorated Basis	No	No
Vacation Leave	Yes	Prorated Basis	No	No
Holiday Credit/ Discretionary Day	Yes	Possible Credit <sup>2</sup>	No	No
Deferred Compensation/TSA	Yes	Yes	Yes	Yes
Shared Leave	Yes	Yes	No	No
Flexible Spending Account	Yes	Yes	No	No



**Unclassified Service - Executive Branch Position Reference Table**

POSITION	POSITION TYPE			
	REGULAR		TEMPORARY	
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
Counts Toward FTE	Yes	Yes	No	No
Statutory Authority	K.S.A. 75-2935 or Agency Statutes	K.S.A. 75-2935 or Agency Statutes	Agency Statutes and K.S.A. 75-2935(1)(I) (Special Projects)	Agency Statutes and K.S.A. 75-2935(1)(I) (Special Projects)
<b>EMPLOYEE MOVEMENT</b>				
Promotion and Transfer	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion
Suspension and Demotion	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion
Layoff Alternatives	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion
Dismissal	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion
<b>SELECTION</b>				
Selection Process	Agency Discretion/ Governor's approval	Agency Discretion/ Governor's approval	Agency Discretion/ Governor's approval	Agency Discretion/ Governor's approval
Meets MQ	N/A	N/A	N/A	N/A
Eligibility Pools Considered?	N/A	N/A	N/A	N/A
Compete with Others	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion
<b>COMPENSATION</b>				
Hour Limitations	None	None	None	None
Probationary Period	Optional	Optional	Optional	Optional
Pay	Agency Statutes/Governor's Approval	Agency Statutes/Governor's Approval	Agency Statutes/Governor's Approval	Agency Statutes/Governor's Approval
Pay Increases	Yes	Yes	Yes	Yes
Longevity Bonus	Position Specific	Position Specific	Position Specific	Position Specific
Overtime Exemption	Position Specific	Position Specific	Position Specific	Position Specific
Length of Service	Typically Yes	Typically Yes	Position Specific	Position Specific
<b>BENEFITS ELIGIBILITY</b>				
GHI	Yes	Yes <sup>1</sup>	Position Specific	Position Specific
KPERS Retirement System	Yes	Yes	Position Specific	Position Specific
Sick Leave	Yes	Prorated Basis	Position Specific	Position Specific
Vacation Leave	Yes	Prorated Basis	Position Specific	Position Specific
Holiday Credit/ Discretionary Day	Yes	Position Specific	Position Specific	Position Specific
Deferred Compensation/TSA	Yes	Yes	Position Specific	Position Specific
Shared Leave	Yes	Yes	Position Specific	Position Specific
Flexible Spending Account	Yes	Yes	Position Specific	Position Specific